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Evaluation of the “Carlo-Schmid-Program for internships in international organizations and EU institutions”



Professional Education for International Organizations

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Objectives of the Research Project

The research project “Professional Education for International Organizations” (PROFIO) was established in July 2004 at the Erfurt School of Public Policy (ESPP) with financial support from the German Federal Ministry for Education and Research. This project aims to find out which skills and competences are necessary for junior employees in international organizations and which educational opportunities prepare for such a career. The objective of this research project is to improve educational opportunities for careers at international organizations and, thus, to provide potential employers preferably with the professionally educated junior employees they need. Taking into consideration Germany’s low representation of personnel in international organizations, it can, therefore, finally contribute to a medium- to long-term solution of this junior employee problem (*“deutsche Delle”*¹).

Different research methods are used within the scope of this research project. Here, one central tool is conducting interviews with human resources personnel in different international organizations as well as with staff responsible for relevant educational programs. Furthermore, online surveys with employees in the international organizations examined and participants in the scholarship program for international junior employees were conducted.

One of the most renowned and ambitious projects that qualify junior employees specifically for the international work in politics and administration is the “Carlo-Schmid-Program for Internships in International Organizations and EU Institutions” (or CSP for short). Therefore, the study at hand is concerned with the evaluation and examination of the success and characteristics of this scholarship program regarding the extent to which it prepares people for functions in international organizations or provides an entry opportunity for these. Here, important measures are the educational background, the further career, and the general professional ambitions of current CSP scholarship recipients and alumni.² It is also necessary to examine what experiences former and current scholarship recipients gained through their internship in international organizations and to ask how they evaluate the different elements and offers of the Carlo-Schmid-Program from today’s perspective. While the main emphasis is placed on the educational background and the future career of the scholarship recipients and the graduates of the Carlo-Schmid-Program, the application and selection process for such a scholarship should not be disregarded, however. This is the reason why, besides experiences of *scholarship recipients* and *alumni*, impressions of *applicants* for a CSP scholarship as well as of *members of the selection committee* are also included in the study.

¹ Synonym for deficiencies of the German personnel policy for international organizations. Cf. Berliner Initiative (ed.): Deutsche Personalpolitik für internationale Organisationen: Empfehlungen und Anregungen an Bund, Länder, Wirtschaft, Wissenschaft und Zivilgesellschaft – November 2002. http://www.toennissteiner-kreis.de/pdf/aktivitaeten/bi/2002_ergebnisse.pdf (February 23, 2005).

² Please note that whenever only masculine grammar structures are used in this text, they refer to masculine and feminine program participants.

Against the background of these research objectives, we took two methodological paths. On the one hand, applicants and members of the selection committee for the CSP year 2005/06 were interviewed (qualitative part of the study). On the other hand, an online survey of previous alumni and current scholarship recipients of the Carlo-Schmid-Program was conducted (quantitative part of the study).

We explicitly state that this study has *not* been commissioned by the German Academic Exchange Service (DAAD). It is rather an independent research project. For the online survey, we cooperated with the alumni association “CSP Network for International Politics and Cooperation (registered association; hereafter referred to as the CSP Network)”.³ The results of the one-on-one interviews and the online survey will be linked with the PROFIO research project and should give information about the extent to which the CSP and internships in general can be considered as helpful factors for beginning a career at international organizations.

Therefore, the Carlo-Schmid-Program and its application and selection process will be presented in the first section. Subsequently, the qualitative part of the study will follow in which the selection process will be described from the perspective of the applicants and the members of the selection committee. The main part of the study will finally be the presentation of the online survey results of scholarship recipients and alumni. At the end, a short conclusion will be drawn.

³ For the activities and objectives of the associations see: www.csp-network.org.

2 Contents, Objectives, and Application Requirements of the CSP

The Carlo-Schmid-Program was established in 2001 with the objective of improving the qualification of junior employees with an international orientation. It is a joint initiative of the DAAD (German Academic Exchange Service) and the German National Academic Foundation and is funded by the German Federal Ministry for Education and Research as well as by the Robert Bosch Foundation. The scholarship program follows different initiatives, such as for example the Berlin Initiative for more internationality in education and personnel policies and the organization of an administrative department for international personnel policy in the German Federal Foreign Office. The declared objective of this initiative and program is to improve the German representation of personnel in international organizations as well as the general job prospects of interested and highly qualified young academics in the field of international politics and administration.

The Carlo-Schmid-Program is designed to attract outstanding German students and graduates of all fields of study. Within the context of an internship, it aims to familiarize the students with the work and the problems in the field of international administration and also to enhance their intercultural competence. Furthermore, accompanying measures such as preparation and post-processing seminars should improve the opportunities of qualified young people for a future career in the international field.

Requirements for an application are a very good knowledge of English, sound skills in a second language, completed basic studies or the completion of a degree within the last two years, and being younger than 29 at the application deadline. The internships financed through this program last between three and ten months. Applications in program line A require internships searched for on one's own initiative. For program line B, interested people apply for internships that are advertised and directly arranged through the program. The organizations offering internships are, among others, the World Health Organization (WHO), the Office of the UN High Commissioner for Refugees (UNHCR), the International Criminal Tribunal for the former Yugoslavia (ICTY), the United Nations Educational, Scientific, and Cultural Organization (UNESCO), the Organization for Economic Cooperation and Development (OECD), the Organization for Security and Cooperation in Europe (OSCE), the World Bank, United Nations Development Program (UNDP), the United Nations Children's Fund (UNICEF) or the institutions of the European Union.

The selection process for the scholarship recipients consists of several steps. First of all, the applicants are audited concerning whether they meet the *formal* requirements, such as the age limit, degrees, and certificates for work performed. After that, the DAAD and the German National Academic Foundation check the *specific* requirements for the desired internships. This includes, for example, relevant knowledge of terminology and foreign languages as well as experience abroad and professional experience. If the qualifications of applicants for pro-

gram line A meet the requirements of the internship, applicants will be invited to a one-day selection meeting. Applicants for program line B have to make it past a further obstacle first. Their applications are forwarded to the responsible departments in the international organizations. There, they draw up a ranking of the incoming applications that determines which candidates will be invited to an interview. The selection process for both program lines takes place at the same time in Bonn. It consists of three stages. In the first stage, the selection committee that includes professors, representatives of international organizations, and employees of the German Federal Foreign Office examines and evaluates the applications of the candidates. Here, they focus on professional criteria such as academic achievements, length of study, publications, language skills, relevant expertise, and extra-curricular criteria such as community service and personal interests. Each candidate is accompanied by two members of the selection committee throughout the selection process.

In the second selection stage, one-on-one interviews with the candidates are conducted. Twenty minutes are scheduled for the interview including the evaluation of the applicant by a small selection committee. The main aspects of the interviews are the candidate's motivation for applying for the scholarship and his or her professional suitability for the internship. Normally, the interview is held in German as long as members of the selection committee, especially representatives of international organizations, do not require English to be spoken. Other language skills are tested as required.

In the third stage of the selection meeting, candidates take part in a group discussion. Forty-five minutes are scheduled for the discussion including the evaluation of the applicant by a small selection committee. The group discussion is conducted exclusively in English. The candidates receive a handout with instructions and one theme that has to be discussed within a limited time period while the members of the committee observe the discussion. The committee pays special attention to characteristics such as the ability to work in a team, speaking abilities, the ability to cooperate and communicate, analytical skills, and creativity.

The final evaluation of the candidates takes place in two steps. First of all, the small selection committees award final marks for each candidate in their group on the basis of the evaluation of the documents, the one-on-one interview, and the group discussion. Based on this, a ranking of the candidates is created. After that, the plenum decides about every single candidate as a whole.

Besides the internship, the Carlo-Schmid-Program includes further accompanying activities. These comprise – with the participation of the respective Permanent German Representation at the international organizations – preparation seminars or summer seminars to acquire professional skills, to get to know other scholarship recipients, and to make contact with people in international organizations. Furthermore, former CSP scholarship recipients established an alumni association (the CSP Network for International Politics and Cooperation, registered association) that offers different events and activities.

3 Part I: Qualitative Study of the Selection Process

In order to obtain more information about the selection process and the requirements for the candidates, personal interviews with applicants and members of the selection committee were conducted. The data were collected during the selection interviews for the CSP 2005/06 program in Bonn. Semi-structured interviews were conducted with members of the selection committee and with applicants, and all interviewees were asked similar questions.⁴ After several months, the interviewees were asked via e-mail to inform us as to whether or not they received a scholarship.

All applicants and members of the selection committee were informed in advance with a letter about how and why the interviews would be conducted. The participation was voluntary and was not at random or based on quotas. Consequently, the following presentations do not claim to be a representative illustration of the experiences and opinions of all members of the selection committee or the applicants. The concern of this qualitative part of the study is rather to present both typical *and* unique impressions of applicants for a CSP scholarship as well recommendations of members of the selection committee for the applicants.

3.1 Recommendations of the selection committee to the CSP applicants

Seven interviews were conducted in total with members of the selection committee. This includes representatives from different international organizations. Most questions focused on the job specifications and career opportunities for applicants and employees of international organizations. The results of this part of the interview will be included in the detailed final PROFIO report and will therefore not be discussed further in detail at this point. However, the recommendations made by the committee members and addressed to the applicants of a CSP scholarship are of interest to the study at hand.

The statements of the interviewed members of the selection committee do not allow any general recommendations concerning subjects, foreign languages, or internships that could bring fundamental advantages to one applicant compared to his or her competitors for a CSP scholarship. All committee members interviewed rather pointed out that these qualifications have to meet the requirements of the specific position. So, there is – at least a priori – no bonus for students of political science, law, economics, or other fields. That does not mean that

⁴ Members of the selection committee were asked about their career development, their current employment, employment requirements, their organization, and their selection criteria concerning CSP applicants. Applicants for a CSP scholarship were posed questions concerning their career development, their motivation for the application at the CSP, their career plans, their evaluation of the selection interview, and their impression of the CSP up to that point.

professional knowledge is of minor importance. The contrary is the case: it all depends on the individual's expertise. Yet general statements cannot be made. It is the same for language skills. Besides English, there is no other predominant foreign language required for a successful application. The requirements rather vary depending on the organization and the field of work. However, the members of the selection committee explicitly recommend speaking two foreign languages fluently. There is also no golden rule concerning previous internships. The selection committee simply pays attention to whether there is a link between previously gained practical experiences and the selected internship within the CSP. It can, however, be noted that "in general, practical experience is important", as one committee member stresses.

Things are more precise when it comes to the personal skills and prerequisites that an applicant should have. Besides the necessary expertise, the interviewed members of the selection committee pay attention above all to characteristics such as the ability to work in a team, soft skills, intercultural competence, diplomatic skills, the ability to communicate, a comprehensive general education, and the applicant's personality. The following quotes from the interviews illustrate this.

"I want to know how they act in a team, their ability to work in a team. As already mentioned: flexibility, respect, consideration of others. I do not need a Formula 1 driver. I need someone who fits, has soft skills, and can motivate others."

"But diplomatic skills are also important. I pay attention to this. I notice very often at my workplace that sometimes even the content itself takes a back seat and you just have to promote something. You just have to be able to implement things you consider to be important in this international structure. And there, you have to try to act diplomatically and to be able to communicate in this intercultural field."

"[It is promising – annotation of the author] when the applicant is a multi-talent. When he can act in the international arena, when he is multi-culturally sensitive and understands this, when he is professional, when he is a team-worker."

"The professional qualities are very important, but not only the professional qualities. The human qualities are very important, language skills are of great importance. When we support applicants at the Carlo-Schmid-Program, we also want to send out people to the international organizations of whom Germany can be proud."

Further skills that are rated as being important for a career at an international organization but were not directly mentioned in connection with the requirements for CSP applicants are leadership and management skills, integrity, flexibility, and openness. In the interview, one member of the selection committee recommended that applicants for a position in an international organization should have the so-called "core competences" – e.g., analytical, communication, leadership, and management skills – that are defined at most organizations: *"I would definitely recommend having a look at the core competences of the particular organizations as a preparation. There is a change from these skill-oriented to competence-oriented*

job advertisements or job specifications.” This goes for applicants for a CSP scholarship as well.

Of course, depending on the organization and the field of work, requirements concerning specific key competences of applicants differ as well. One member of the selection committee stresses, for example, that at the UN and especially the UNHCR the ability of oral and written expression is becoming more and more important: *“Writing skills: very, very important. There are too many bureaucrats who are not able to write properly. [...] I look at how well people can express themselves. Written, orally; very important.”*

So, it is the *right* combination of professional expertise, previous practical experience, language skills, and the so-called “soft skills” or key competences that is important for an application for a scholarship at the CSP – and also for permanent positions in international organizations.

The following part of the qualitative part of the study aims to present how the applicants evaluate the selection process and their motives and objectives in applying for the scholarship as well as their suggestions for improving the CSP.

3.2 Information about the applicants and interview results

According to the DAAD, 407 students and graduates applied for a scholarship in the CSP year 2005/06. Thirty-nine applications were rejected for formal reasons. Finally, 152 applicants out of the remaining 368 passed the pre-selection concerning the specific requirements for the internship and were invited to a selection interview in Bonn. Table 1 provides an overview of the incoming applications and the selection.

Table 1: Incoming applications CSP year 2005/06

Incoming applications	407
Rejections for formal reasons	39
Accepted in the selection process	368
Of these: for program line A	61
Of these: invited to the selection meeting	41
Of these: for program line B	307
Of these: sent to international organizations	169
Of these: invited to the selection meeting (excluding withdrawn applications)	111
Of these: female	250
Of these: male	118
Of these: graduates (incl. those having graduated before the beginning of the scholarship)	338

Source: DAAD, Department 225.

Out of 152 participants in the selection interviews, the PROFIO team interviewed 42 about their career, their motivation for applying at the CSP, their career plans, their evaluation of the selection interview, and the impression of the CSP so far.

The incoming applications as well as the interviews conducted by the PROFIO team show a clear gender misbalance. The number of applications from women is more than twice as high as that from men.

Table 2: Interview statistics

Number of conducted PROFIO interviews	42
Of these: applicants for program line A	12
Of these: applicants for program line B	30
Of these: female	27
Of these: male	15
Of these: graduates (including those that graduated before the beginning of the scholarship)	min. 33*

* 5 interviewees are in their advanced study period at the beginning of the scholarship; there is no information about 4 participants.

Furthermore, the number of those applicants that graduated before the beginning of the internship is much higher than of those still studying during the scholarship program. Out of 42 interviewed applicants, only five stated they had not finished a first degree when beginning the program. Even though the successful completion of a degree is not a prerequisite for the CSP, these numbers show the following: Those who are still working on their first degree when starting the internship compete with a much higher number of candidates having successfully completed at least one degree when starting the CSP internship.

According to the DAAD, most applicants for the year 2005/06 were students and graduates of political science, economics, cultural sciences, area studies, law, literature, and languages. This order corresponds to the number of interviewed candidates studying these fields. However, that does not mean that the chances of receiving a scholarship are lower for applicants of other fields of study. As long as the professional qualification meets the requirements of the internship for which they applied, students of medicine, ethnologists, engineers, and students of other fields can also receive a scholarship. They are explicitly encouraged to apply.

The vast majority of the candidates we interviewed have a great deal of experience abroad, either through internships, work, or foreign studies. Some of them completed their entire studies abroad; a relatively high number has spent a semester or year abroad within the scope of the ERASMUS program. Here, European countries are by far the most common destination for stays abroad of three months or longer, followed by North and Central America, South America, and Asia. The interviewees claim to have had between one and four stays abroad that lasted more than two months. However, according to the results of our

study,⁵ the number of stays abroad does not have a direct impact on the success of the application. It rather seems that in this case as well, the congruence with the requirements of the internship is more crucial. Many applicants have already completed internships in NGOs, international organizations or German institutions abroad, such as embassies, the German “Gesellschaft für Technische Zusammenarbeit” (GTZ), political foundations or others. There are, however, applicants who have not gained any practical experience in social, cultural, or political fields abroad.

3.2.1 Applicants' motivation

The aim of the Carlo-Schmid-Program is to qualify junior employees for the field of international politics and administration. Therefore, a career in this field should preferably be in the applicants' interest. For this reason, our interview partners were asked to explain how they found out about the CSP, why they applied for a scholarship, and how they picture their future career.

The majority of the interviewees learned about the Carlo-Schmid-Program because of their interest in international organizations. The applicants were looking either for financial support for an internship they organized themselves or for an opportunity to do a paid internship in an international organization. They then came across the Carlo-Schmid-Program through internet research, recommendations from friends or university information centers, or the website of the DAAD. Some of the interviewees had already applied for a CSP scholarship before. Furthermore, many students found out about the Carlo-Schmid-Program through the German National Academic Foundation because some of them are or were scholarship recipients there. One of the interviewees came across the CSP through the website of the German Federal Foreign Office.

The interview partners mentioned their interest in international organizations as the main motivation for applying for a CSP scholarship. The majority states that they strive for a career in an international organization. Furthermore, they hope to improve their career prospects.

"I like this field, international organizations, this is where I want to be. "

"This is exactly what I study, what I do and where I want to work [...]. So this internship would really complement this."

"I also saw in other people's CV: Carlo-Schmid-Program first, the 'Associate Experts' [Beigeordnete Sachverständige] Program right after. [...] So you can see a slight hierarchic structure in these programs concerning what has to be done first. "

⁵ Interviewees with numerous experiences abroad have received a scholarship as well as those with few experiences abroad. According to our acquired data, there is no correlation following the simple pattern “numerous experiences abroad means high chances for a successful application”.

"I think that if I directly applied for a position now, I would compete with people who have gone through all these things already. [...] It is already set to some extent what you have to do if you really want to work in an international organization later on."

Furthermore, many of the interviewees state that they want to gain work experience in international organizations in general or that they want to decide first whether they like working in an international organization at all.

"International is exactly what I want. And that is the reason for the Carlo-Schmid-Program as an entry; to see: 'Are my ideas correct, is that the right thing for me, do I have a false picture of myself, will I be able to cope with that?'"

"I applied for it to see whether an international organization would be something for me."

"It is also about getting to know all this a bit."

Many of them also hope to find a permanent position in an international organization directly afterwards by means of the internship or contacts they made during their internship.

"I hope it will not keep at the internship but that I find a job in this field. "

"People say that you can also become permanently established in international institutions through the CSP."

"I hope for very specific contacts and that I will go on in my professional career."

"Maybe it will provide the opportunity to get some kind of employment in a project afterwards."

There is no single answer as to where the applicants' interest for working in the international field comes from. Normally, the applicants are influenced by different circumstances, situations, or dispositions. However, some of these factors were specified by the interviewees. This includes, for example, positive experiences in previous internships in international organizations, studies abroad and the preoccupation with aspects of international scope in one's thesis or the dissertation, an interest in foreign languages, a long stay abroad, participation in workshops, one's family background, or the influence of friends. Even the war in Iraq was mentioned in the interview for being the trigger for one person's interest in international work ("to do something against the unjustness").

So far, the expressed hopes, motives, and interests are directly in line with the CSP qualification objectives for junior employees. Besides these, the interviewees also stated a number of further motives for their application. These include the interesting internships in program line B, as the following quote shows: *"The work is incredibly exciting; the internships that I found are really perfect."* The desire to learn new things and cultivate intercultural contact was also mentioned: *"What also really appealed to me is that I can learn so much. I'll get to know so many interesting people from different countries."*

A very important motivating factor is the financial support. The majority of the interviewees mention that explicitly. Especially applicants for program line A who searched for an internship on their own initiative stress this point.

“Of course, the main incentive is the scholarship. I could not afford it otherwise.”

“What is especially interesting about the Carlo-Schmid-Program is, of course, that it is connected with a scholarship. So that you do not have to pay all the costs by yourself.”

“Here, it is financed, and that is, of course, the main criteria.”

Furthermore, networking plays a major role in applicants' motives. In this case, people stressed the alumni network and making contacts in international organizations:

“I hope for many interesting contacts with people that have similar career plans; through the scholarship recipient network, for example.”

“Because it will always work like this. You need to know where there is a vacancy, what kind of opportunities there are. If you had to work through all this alone, it would take much longer.”

In connection with the networking and the support for searching permanent employments in international organizations, one interview partner expresses “high expectations of the alumni association”.

Some interviewees applied among other reasons because of the reputation of the Carlo-Schmid-Program. They are convinced that the scholarship would be a very positive point on their CV (*“It is also a matter of reputation when you are a scholarship recipient. That is also important.”*). Others in turn aim to improve their language skills or to find out whether they are prepared for working in an international organization after their studies at all. In addition, many interviewees consider the CSP to be an “advantageous transition between my studies and career”.

Idealist motives (*“Because all of a sudden I had this feeling I should do something important and work in the field of development.”*) or the location of the internship (*“Paris is a beautiful city.”*) are mentioned rather seldom as motivations for applying.

Altogether, it can be stated that the applicants' motives indeed correspond to a large extent with the objectives of the CSP. This statement can be reinforced by considering the career plans of the interviewed applicants.

3.2.2 Applicants' Career Plans

A vast majority of the interviewees strive for a career in an international organization. At the same time, most applicants are aware of the fact that it is not easy to obtain a permanent po-

sition in an international organization. In this context, one applicant stated that such a career is *“hardly something you can control yourself”* and that it *“depends a lot on coincidence how it works out”*. Altogether, it can be said that a careful attitude of optimism prevails among the applicants. There is a wide range of personal career plans in the field of international organizations. Whereas some interviewees consider specific organizations, the only thing that matters to others is to work in this field at all. The following quotes emphasize the applicants' opinions:

“OSCE would be great.”

“I would consider different international organizations, mainly in the field of economic development.”

“I will apply to different organizations at the same time.”

“International work is something I think I should do.”

However, there are critical remarks concerning the occupational field of “international organizations”.

“There are certainly much more attractive jobs.”

“You do many uninteresting things. Sometimes you just sit there an entire day signing things.”

Still, even those interview partners who made such comments were still convinced of other advantages that go along with being employed in an international organization.

To many applicants, a career in the professional service of the German Federal Foreign Office seems also very appealing. Many interviewees have already applied for such a career or are planning on doing so in the near future. A position at a university or a research institution is also popular with many. This also refers to completing another degree, earning a doctorate, doing research, or teaching. One interview partner pointed out that the practical context is of major concern to her: *“Doing research but on something that you can see [...] no obstinate work just with books”*.

Some applicants see their future career in NGOs, private companies, foundations, or law practices. Some also mentioned simply having an international orientation or a *“multi-sectoral career”*.

However, an attitude such as: *“The work that I do is not so important to me in itself [...] I find it rather exciting to learn a lot”* cannot be recommended for applying for a CSP scholarship. Applicants who allow the selection committee to spot such opinions presumably minimize their chances of success, as one example from the group of the interviewed applicants shows.⁶ Thus, the selection committee very much keeps the objectives of the CSP in mind.

⁶ The applicant who made this statement has not received a scholarship.

Most interviewees strive for a future career in the field of development cooperation. But many interviewees also consider a future career in the field of migration (*“That could be an occupational field for me. It is interesting.”*) or public relations. There are also some interviewees who aspire to a career in the administrative sector, working on studies or political directives, personnel development, fighting against corruption, international law and human rights, or eco-management in international organizations or NGOs. The main organizations mentioned when the question of one’s preferred future employers is asked are NATO, the Council of Europe, OSCE, IOM, OECD, UNO, UNICEF, WTO, European Commission, OAS, and GTZ. Finally, the efforts of the applicants to this program in applying for other opportunities as well show whom they view as potential employers. About one third of the interviewees state that besides their application to the Carlo-Schmid-Program, they have also sent out applications to other scholarship programs, employers, or institutions. This includes, for example, scholarship programs or junior employee positions at the German Federal Foreign Office, Goethe Institute, DED, GTZ, EU, various associations and unions, private companies, the foreign study offices at universities, and other scholarships of the DAAD and the Robert Bosch Foundation. Due to their lack of professional experience and contacts, direct applications at international organizations are rather seldom at this stage of their careers.

3.2.3 *The selection interview from the applicants’ perspective*

The majority of the interviewees state that the selection interview with their selection committee went well and predominantly evaluated it as being “pleasant” or even “very harmonic”. The opinions of those applicants having received a scholarship and of those having been rated as not being eligible are quite similar. It is often stressed that the atmosphere during the interview is authentic, that members of the commission were well-informed, and that the questions were fair and precise.

“It was quite alright. People were okay and the questions were fair. “

“I am quite optimistic that I met the expectations and could answer the questions. [...] It was very authentic and this is what I am happy about.”

“The atmosphere was quite open and I did not feel under pressure.”

“The questions were very smart.”

“My experience was always if you act normally and rationally, it will work out somehow.”

There are also other opinions among the interviewees. Some found the start of the conversation rather difficult, thought they were confronted with difficult questions, criticized the “exam character” of the selection interview, or could not reach their full potential.

"I think it is still a very German attitude to put a sort of 'firing squad' in there."

"It was ok, interesting, and some questions were very surprising."

"Concerning the technical questions, I was not optimally prepared."

"I think I talked nonsense in some points."

The applicants were tested with a wide range of questions. The main part involved technical questions about international organizations and the field of the aspired internship. Furthermore, candidates were asked about their personal life, previous internships, their studies, their career expectations, current affairs, community service, and/or their personal attitudes. In the interview, the applicants were also tested on self-criticism, intercultural competence, or their ability to work in a team. Applicants often evaluated the questions concerning these last skills as "provocative".

Often, they were asked to imagine a certain situation and to describe their behavior in this situation. Another popular option for testing an applicant's competences was to ask the candidates about an example of their practical experience in which they had to master a certain task or situation.

Even though the particular situations in a selection interview can vary greatly, the following can be concluded: Good preparation, an awareness of one's own qualities and the intended career as well as composure and authenticity seem to help the applicants in the interviews.

3.2.4 Criticism and suggestions from the applicants' perspective

In the interviews, we also asked the applicants to make some critical remarks about their experience with the Carlo-Schmid-Program so far. Objections were often raised concerning the extremely high expectations for the application and the bureaucratic effort connected with it. Furthermore, they criticize the long period between the official application deadline and sending out of an invitation to the selection interview in Bonn (or a letter of rejection, as the case may be). They would like for the procedure to be faster and suggest setting an earlier date for the selection interviews.

The applicants also found fault with the fact that the travel expenses for the selection interviews are not paid by the CSP. This also concerns providing snacks and drinks as well as a lounge for the candidates. Many interview partners would welcome the availability of these things in particular because it would support the networking process.

Other points of criticism such as the request to introduce international application standards, the insufficient amount of scholarships, the lack of specific information in the internship descriptions, the pressure of competition felt during the selection interviews, the lack of information in the invitation for which specific internship one is being considered, and the suggestion to organize the selection interview as well as the entire process more casually are mentioned

rather seldom. Applicants also criticized the elitist atmosphere and the high expectations placed on them.

Besides these rather negative remarks and suggestions for improvement, there is also a great amount of positive feedback about the CSP. For example, some people commended the support of the DAAD, the financing of the internship, and the organization of the selection process.

3.2.5 Interim conclusions

In the interviews with the applicants, it became apparent that the scholarship requirements on the part of the CSP as they exist in their own regulations are put into practice. The standards for the applicants are high. Besides formal requirements, they also test the extent to which the applicants are professionally and personally qualified for employment in an international field, what they expect from it, and what their personal competences are. As our interviews showed, the success of their application does not only depend on professional qualifications but also very much on personal competences and skills as well as the candidate's own professional objectives. Relevant expertise, practical experience, language skills, key qualifications such as intercultural competence, the ability to work in a team, strong communication skills, a comprehensive general education, and convincing professional expectations are of great importance. In general, the candidates we interviewed have gained considerable experience abroad as well as practical experience, speak at least two languages fluently, and strive for employment in the international field or at international organizations. In addition, they do a great deal of self-reflection, are well-prepared for the selection interview, and are very determined.

Here are the main results of this part of the study. The CSP is indeed an attractive scholarship program for those junior employees whom it aims to support according to its own objectives. Furthermore, we were able to present the hopes and expectations of the interviewed candidates for a CSP scholarship. By participating in the Carlo-Schmid-Program, the interviewees especially expect to get to know the work in international organizations, gain insight into technically interesting fields of work, establish contacts, obtain support for the search of permanent employment in the international field and improving their language skills. The second part of the study will examine the extent to which the CSP can meet these expectations.

The following quantitative part of the research study aims to identify the extent to which current and former scholarship recipients consider their expectations to have been fulfilled by the CSP, what their responsibilities were during their internship, what the benefits of participating in the CSP were, where they are currently employed, and how they plan their future careers.

4 Part II: Quantitative study of scholarship recipients and alumni

4.1 Research methods and data quality

For this evaluation of the Carlo-Schmid-Program, we not only conducted personal interviews with applicants and members of the selection committee, but we also carried out an online survey with program alumni and scholarship recipients of the year 2004/05.⁷ In cooperation with the CSP Network, we created a questionnaire that contained approximately 95 questions in total (35 main questions with subcategories). The following fields were covered: Experiences of participating in the CSP, work and future development of the CSP Network, educational background, current state of employment, future career plans, basic data about one's participation in the CSP, and personal information.

In connection with the research project PROFIO, we are, at this point, particularly interested in experiences that participants have with the Carlo-Schmid-Program, their evaluation of completed internships and elements of the CSP, qualifications and skills they gained through it, and their professional development and future plans. In addition, we want to examine the qualifications and the personal character of those participants who have successfully applied to a program such as the CSP. Since the Carlo-Schmid-Program has the objective of supporting and qualifying junior employees further for careers in the international field, a useful indicator of the program's success is the extent to which graduates already realize professional tasks with an international dimension or at least plan to seek such jobs in the future.

After the completion of the questionnaire, it was pre-tested among independent persons as well as by representatives of the alumni network and employees of the research project PROFIO. After final adjustments were made, the link to the online questionnaire was distributed by e-mail to all members of the CSP Network asking them to participate in the online survey. In addition, the board of directors of the alumni network encouraged all members to take the survey. In order to conduct the survey, the PROFIO research team was provided with a list of all available e-mail addresses of the alumni network members beforehand. According to the executive committee of the CSP Network and the DAAD, 90 percent of all present and current participants of the CSP can be potentially reached through this e-mail list. We thus tried to contact *all* members of the target group rather than drawing a sample from the population.

The survey was online for four weeks. Incomplete questionnaires were still accessible and participants could complete them at a later point in time. Two reminders were sent to all peo-

⁷ For this survey, the Software Rogator G3 by Rogator Software Corporation was used.

ple on the e-mail list (two and five weeks after the initial contact) asking them to participate in the survey.

Altogether, 71.6 percent of the CSP Network members, including current scholarship recipients, took part in the survey. This is a very high response rate. Even if we had only considered entirely completed questionnaires for calculating the number of participants, the new response rate of 67.1 percent would still be an extremely satisfactory participation.

Table 3: Response rate

Population (number of CSP participants)	about 240 ⁸
Received e-mail addresses (members of the CSP Network)	224
Of these: incorrect or nonexistent e-mail addresses	2
Sample (effectively sent e-mails)	222
Contacts with the questionnaire	190
Realized samples (= participants who answered at least one question)	159
Entirely completed questionnaires	149
Did not participate in survey	63
Response rate (realized sample / sample * 100)	71.6%

In order to examine whether a systematic bias exists between the survey participants and non-participants, some characteristics between the population and the participants (realized sample) were compared.⁹

Concerning the gender, the distribution among the survey participants is almost equivalent to the distribution within the population. In the realized sample as well as in the population, female program participants are slightly over-represented compared to their male colleagues (see table 4). The difference of about two percent between the population and the survey participants is marginal and can be disregarded.

Table 4: Distribution of gender (indicated in percent)

Gender	Population	Survey participants
Female	55.3	53.0
Male	44.7	47.0
<u>N (in total)</u>	<u>244</u>	<u>149¹⁰</u>

Comparing the number of program participants of the respective year of the population and that of the survey participants, a similar result can be obtained. The share of the population and that of the realized sample are very close to one another (see figure 1).

⁸ The data for the population is from the DAAD. The data is not completely updated since it still includes data from those individuals who passed the selection interview successfully but did not start or complete the internship. However, according to the DAAD, there are very few cases of this.

⁹ See above.

¹⁰ Valid answers (nine individuals stopped taking the survey early, one person did not answer this question).

It is remarkable to note in this context that the share of participants from the oldest year actually resembles most closely the actual number of participants even though it is, from experience, more difficult to contact those people from longest ago for the survey. Thus for this group, we expected the difference from the population to be much higher. The groups from the two years in the middle are slightly underrepresented in the survey, whereas the number of survey participants in the current year is slightly higher than the actual number of all scholarship recipients. Altogether, these data clearly show that the realized sample can be considered as a representative image of the population.

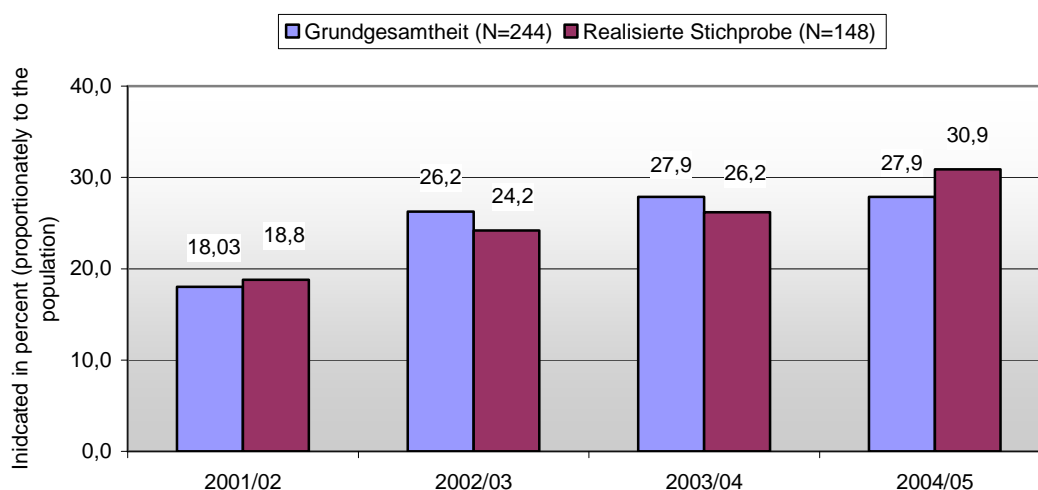


Figure 1: Participants per year¹¹

The percentage between the participants of program line A who found an internship on their own initiative and program line B who applied for a specifically announced internship was also examined for differences between the population and the realized sample.

Table 5: Participants for program lines (indicated in percent)

	Population	Survey participants
Program line A	39.8	42.3
Program line B	60.3	57.7
N (in total)	244	149 ¹²

It appears that participants of program line A who participated in the survey are slightly over-represented compared to the population (42.3% compared to 39.8%), whereas participants of program line B are slightly underrepresented regarding their distribution in the population (57.7% compared to 60.3%).

¹¹ See appendix for table.

¹² Valid answers (nine individuals stopped taking the survey early, one person did not answer this question).

However, the differences of about two percent in each case are rather marginal. Furthermore, it appears that the percentage of about 60 percent for scholarships in program line B outweighs that of about 40 percent for scholarships in program line A related to internships that were found on one's own initiative. As the number of applicants for program line B is, however, disproportionately higher than for program line A, the relative chance for applicants to pass the selection interview is much higher for candidates for program line A.¹³

Altogether, the results presented in this section give reason to assume that the survey data can truly be extrapolated to the entire population of all previous and current CSP scholarship recipients.

4.2 Results of the online survey

4.2.1 Educational background and duties of scholarship recipients

The majority of the scholarship recipients have already successfully completed at least one degree. Only about every tenth scholarship recipient (11.9%) had not yet finished his or her study program during the time of the scholarship program.¹⁴ With regard to the type of degree earned, those survey participants having a German 'Diplom' or currently working on it represent a majority of about one third (31.8%). In the further order of highest degrees earned or degrees in progress, they mentioned master's degrees (24.3%), the German 'Magister Artium' degree (16.2%), and state examinations (14.9%).

Table 6: Highest degree or currently aspired degree

Degree	N (valid)	Percent (of all valid answers)
Diploma	47	31.8
Master	36	24.3
Master's degree	24	16.2
State Examination	22	14.9
Bachelor's degree	4	2.7
Other degrees	14	9.5
No comment	1	0.7
In total	148	100.00
11 missing cases (9 did not take the entire survey, 2 did not answer this question)		

About ten percent of the participants that often have several degrees are indecisive regarding the evaluation of their highest degree.¹⁵ Only 2.7 percent of the respondents (N = 4) state having or working towards a bachelor's degree. When interpreting the presented data, one

¹³ According to the DAAD, there were e.g., 380 formally correct incoming applications for the scholarship year 2004/05. Of these: 299 (79%) for program line B and 81 (21%) for program line A.

¹⁴ Data of the DAAD.

¹⁵ For example, one participant indicated: "Master as well as 'Diplom', I don't know which one should be rated higher."

should keep in mind that some respondents' uncertainty is indicated not only by checking the box "other degree".

An important aspect in context of the research project PROFIO is the subject of study that junior employees for positions in the international field have chosen. Studies of political science, economics, and law appear to dominate among CSP scholarship recipients who participated in the survey. Almost every fifth survey participant (19%) indicates to have or to be working toward a degree in political science. Nearly as many students and graduates of economics took part (17%). At 13 percent of the scholarship recipients, students and graduates of law are also well-represented. However, one must keep in mind that the data were assigned to these categories afterwards. In the survey, participants had an open field to indicate their subject of study. Furthermore, we only asked about the main subject of the highest degree and thus did not consider subject combinations or subjects from other degrees. The category "political science" also includes the subject "international relations".¹⁶

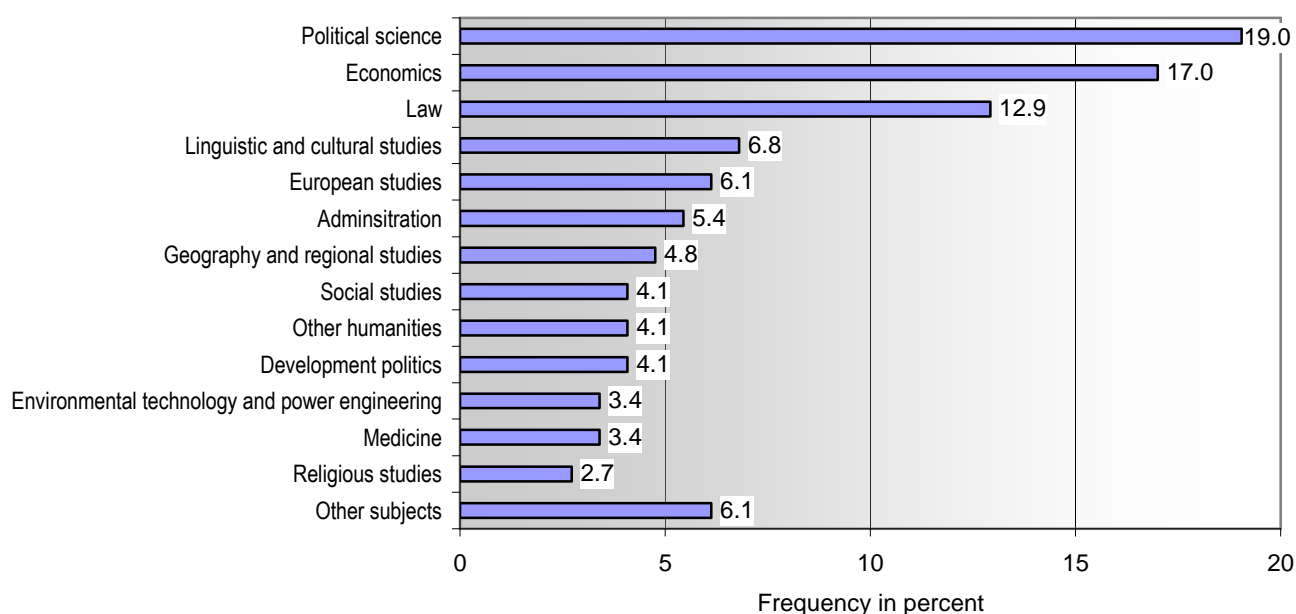


Figure 2: Scholarship recipients' fields of study (main subject of highest degree; N = 148)

For the fields of study, there are no significant differences among the genders; this is in part due to marginal case numbers in the fields few people studied.¹⁷ The most striking difference exists in the area of linguistic and cultural studies. Nine out of ten survey participants who indicated having their highest degree in this subject were female.

¹⁶ The categories listed are made up of the following subjects: political science (includes international relations), economics (political economics, business studies, etc.), development politics (includes development aid), linguistic and cultural studies (philology, intercultural communication, anglistics, Middle East studies, Roman languages, North America studies, English, cultural heritage management), geography/regional studies, other humanities (philosophy, history, ethnology), social studies (incl. sociology), religious studies (includes Islamic studies), other subjects (forestry, physics, chemistry, biology, psychology, dietetics, peace studies, conflict management).

¹⁷ T-Test: $p = 0.67$.

The high number of students and graduates of political science, economics, and law is probably due to the requirements of the Carlo-Schmid-Program and the types of internships it offers and finances. After all, junior employees should be qualified for the field of international politics and administration. It is for these occupations that these subjects are most likely to provide the appropriate qualifications.

84 percent of the interviewees state that their studies prepared them well for the internship. This result is a surprisingly good result in light of the deficiencies so often attached to the German tertiary education system, which a majority of the participants went through or are still in currently. Especially students of administration studies, political science, and economics consider themselves well-prepared for their internships by their studies. Among all interviewees, students and graduates of medicine and linguistic and cultural studies feel least prepared for their internship. The reason for this, however, can be that they were involved with activities diverging from their subject more so than others.

Table 7: Preparation for internship through studies
(Own evaluation, depending on achieved or aspired degree)

Subject (main subject only)		Well-prepared		In total
		Yes	No	
Law	N	17	2	19
	% of subject of study	89.5	10.5	100.0
Political science	N	27	1	28
	% of subject of study	96.4	3.6	100.0
Economics	N	23	2	25
	% of subject of study	92.0	8.0	100.0
Development politics	N	4	2	6
	% of subject of study	66.7	33.3	100.0
Linguistic and cultural studies	N	6	4	10
	% of subject of study	60.0	40.0	100.0
European studies	N	7	2	9
	% of subject of study	77.8	22.2	100.0
Geography/area studies	N	5	1	6
	% of subject of study	83.3	16.7	100.0
Administration	N	8		8
	% of subject of study	100.0		100.0
Other humanities	N	5,0	1,0	6
	% of subject of study	83.3	16.7	100.0
Medicine	N	3	2	5
	% of subject of study	60.0	40.0	100.0
Environmental technology and power engineering	N	4	1	5
	% of subject of study	80.0	20.0	100.0
Social studies	N	4	2	6
	% of subject of study	66.7	33.3	100.0
Religious studies	N	3	1	4
	% of subject of study	75.0	25.0	100.0
Other subjects	N	6	3	9
	% of subject of study	66.7	33.3	100.0

Total	N	122	24	146
	% of subject of study	83.6	16.4	100.0
13 missing cases (Of these: 9 did not take the entire survey, 4 did not answer this question)				

However, when interpreting the results, it should be taken into consideration that the only available reference is the main subject of the highest degree. As already mentioned, additionally studied subjects and previous degrees were not considered in the survey. Thus, it is not safe to say that the indicated 84 percent of the interviewees consider themselves as being adequately enabled to fulfill their duties during the internship solely from the indicated field of study.¹⁸ Therefore, table 7 should also be read with this in mind.

Those scholarship recipients who did not feel sufficiently prepared by their studies complain about a lack of qualifications or skills in the basics of economics, methodology in the social sciences, various languages, and specific expertise or “soft skills” such as how to conduct negotiations, how to act in a professional manner, or information on the organization itself.¹⁹

The type of qualifications required by the internship organizations can also be identified on the basis of the main duties the scholarship recipients were in charge of during their internship. For this purpose, the questionnaire also contained open answer boxes. In order to clearly arrange the large number of given answers afterwards and to emphasize main aspects, the answers were recoded in the categories of table 8 and summarized by means of analysis of multiple answers.²⁰

Table 8: Main duties during the internship

Duties	Number of responses	Percent of response	Percent of cases
Drawing up thematical studies or analyses	63	18.7	43.8
Organizing conferences	46	13.6	31.9
Conducting research	31	9.2	21.5
General administrative activities	18	5.3	12.5
Project management/project assistance	17	5.0	11.8
Public relations/human relations/newsletters	16	4.7	11.1
Creating teaching material/organizing training measures	12	3.6	8.3
Drawing up reports about events	12	3.6	8.3
Preparing speeches or presentations	9	2.7	6.3
Participating in meetings, negotiations, etc.	9	2.7	6.3
Evaluating projects	8	2.4	5.6
Drawing up notes/briefing material for internal communication	8	2.4	5.6
Interpreting statistics/editing data	6	1.8	4.2
Working on legal issues	6	1.8	4.2
Drawing up data banks/being in charge of data banks	5	1.5	3.5
Personnel matters/recruitment	5	1.5	3.5

¹⁸ Multiple survey participants explicitly stated not being able to evaluate the question accordingly since they have already acquired other degrees or have gained work experience before starting the internship. For detailed answers in the category: “I lacked the following qualifications or skills”: see appendix.

¹⁹ For detailed data: see appendix.

²⁰ As every survey participant could indicate up to three fields of duty and the answers have been summarized before analysis, percentages in the column “percent of cases” add up to more than 100 percent. When participants indicated more than three fields of duty, only the first three fields were included in the analysis.

Fundraising	5	1.5	3.5
In charge of website	4	1.2	2.8
Training of employees and clients	2	0.6	1.4
Programming	1	0.3	0.7
Other activities and indistinct information	54	16.0	37.5
Responses (in total)	337	100.00	234.0

144 valid, 15 missing cases

The most common duty for the interns was the preparation of thematical studies or analyses. Almost half of the survey participants (43.8%) stated that they were given such duties during their internship. Graduates and students of politically oriented fields should be particularly familiar with the preparation of studies and analyses since this is an important element of their studies. About one third of the respondents (31.9%) assisted in organizing conferences. Research activities were mentioned often as well. Every fifth respondent (21.5%) indicated this as an essential part of their work during the internship. Duties such as fundraising (3.5% of the interviewees) and the maintenance of the website (2.8% of the interviewees) were rather seldom. Only one survey participant stated having been in charge of programming. Thus, applicants for the Carlo-Schmid-Program should be well-prepared if they have experience in preparing studies and reports and have organization skills as well as some knowledge of administrative tasks.

The table further shows, however, that every third respondent mentioned duties that could not be classified in one of the prepared categories afterwards or that were vaguely formulated.²¹ Therefore, the percentages of the particular duties should not be over interpreted. Yet the main fields of duty can be clearly identified.

The following section will include some brief comments concerning the regional distribution as well as the type of organizations in which CSP internships are completed. The survey shows that Europe is the main location of internships financed by the CSP (see figure 3).

Almost three quarters of the respondents (73%) indicate having completed their internship in a European location, whereas in Africa, Asia, and South America few internships are supported or offered by the CSP.²²

²¹ A statement such as "Nutrition and Sports" or "Foreign Trade Law" does not indicate the kind of activities the scholarship recipient was in charge of – the preparation of studies, the organization of conferences, research activities, etc. are thereby possible. Such statements were classified in the category "other activities and unclear statements".

²² For the table of data: see appendix.

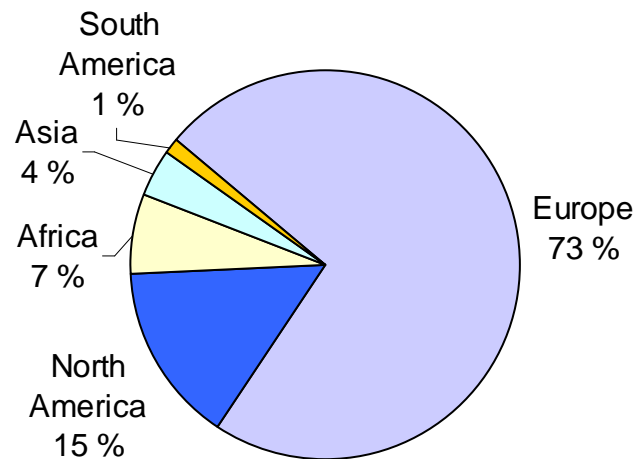


Figure 3: Area of internship

Moreover, it appears (see figure 5) that the majority of the internships are completed at UN organizations or organizations that coordinate their own laws with those of the UN (71% of the responses). One reason for this is that many international organizations can be assigned to this type of organization. About one tenth of the supported internships are offered by organizations of the European Union (12% of the responses) as well as by coordinated organizations (11% of the responses). Comparatively few CSP scholarship recipients complete their internship in financial organizations (4% of the responses).²³

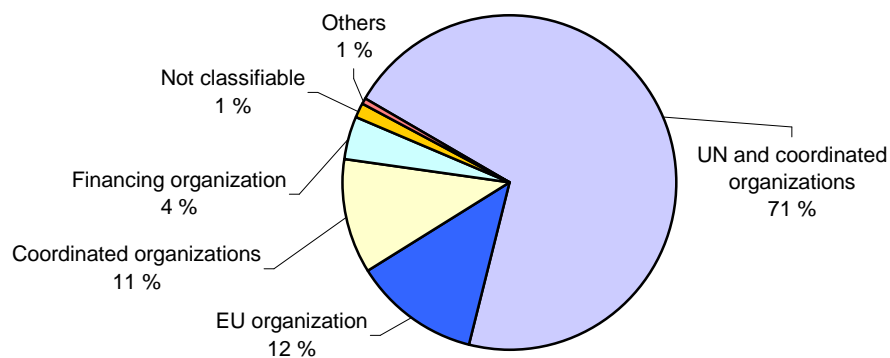


Figure 4: Type of internship organization

²³ The categorization follows the typology of the German Federal Foreign Office (see: www.auswaertiges-amt.de). Organizations adapting their service regulations according to those of the UN are e.g., UNHCR, UNEP, IOM, OSCE, OPCW. Other classifications: EU institutions (EU Commission, European Parliament, etc.), coordinated organizations (Council of Europe, OECD, NATO, WEU, ESA, etc.), and financial organizations (IWF, World Bank, ECB, EBRD, etc.). See appendix for table of data.

4.2.2 Motivation of scholarship recipients for participating in the CSP

The intentions and objectives of the organizations that established the Carlo-Schmid-Program have already been presented. However, it is also important to consider the intentions and expectations of the people who participate in the program. This is to determine whether the supply side and the demand side have similar views. Therefore, we asked the survey participants about their motives for participating in the CSP. Here, the respondents could select between multiple answer possibilities. Figure 5 illustrates the results. Improving career perspectives was the most frequently motive given for participating in the Carlo-Schmid-Program (80.5% of the interviewees). With almost similar frequency (79.2%), the acquisition of practical (professional) experience is said to be their main interest. Both motives can be described as rather general attributes of a scholarship program for internships and not as unique attributes of the CSP. However, the following two nominations in the ranking of the motives for participating definitely correspond with the objectives and intentions of the Carlo-Schmid-Program. Three-quarters of the respondents (75.5%) indicate having taken part in the internship program because they want to work in international organizations in the future (“career aspiration: IO”). Furthermore, almost half of the scholarship recipients were interested in a particular international organization.

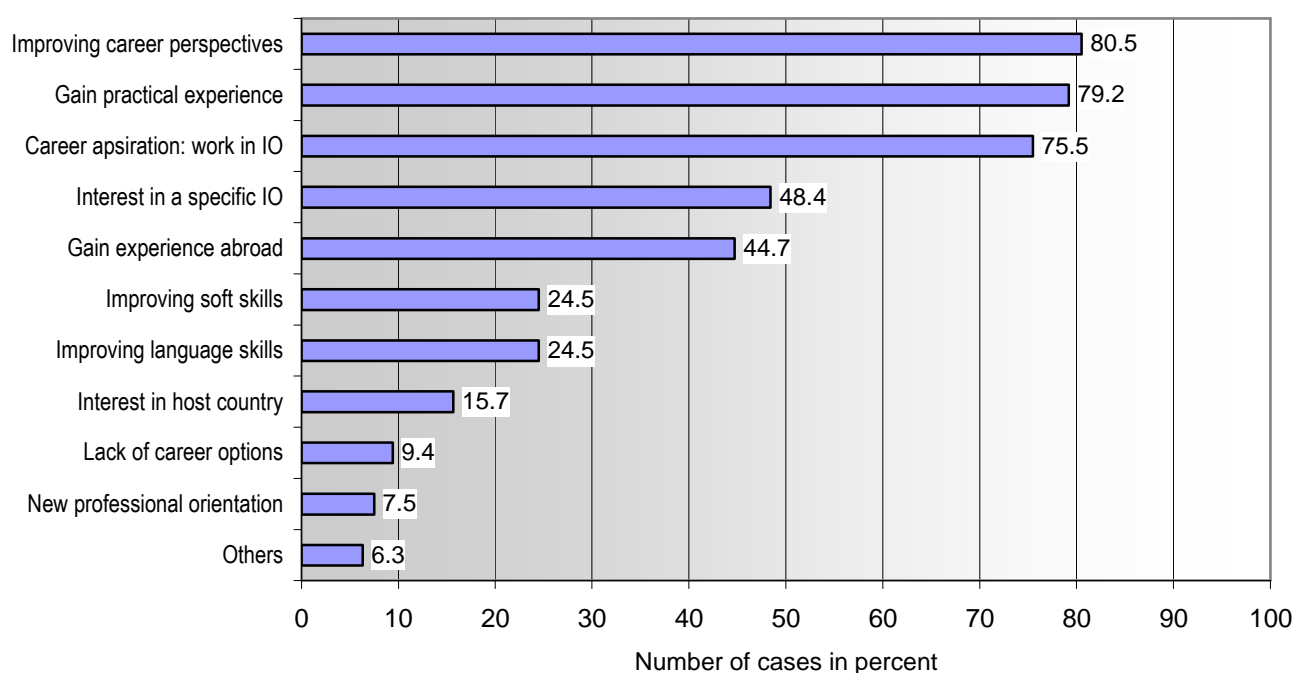


Figure 5: Main motives for participating in the CSP (N = 159)²⁴

²⁴ The answer option “improving soft skills” was presented with the additional comment “organization, communication, and social competences”.

As previously explained, one part of the objective of the CSP to qualify junior employees for activities in the international field of politics and administration is to support the intercultural competences of the program participants. The scholarship recipients' motives correspond with that. Gaining experience abroad (a main motive for 44.7% of the interviewees) as well as improving language skills and soft skills (a reason for participating for 24.5 percent of the interviewees in each case) are to be considered as measures and requirements for the support of this intercultural competence.

It is rather seldom that the CSP is primarily used for exploring new fields of work or to gain new professional perspectives. In the category "other", respondents mention motives such as "making contacts with like-minded people", "getting to know the working processes in international organizations", and "friend in that location".²⁵

Significant differences between genders only appear concerning the motives "improving language skills" and "professional reorientation". These motives are of more interest to male participants than they are to female scholarship recipients.²⁶ Significant differences regarding the motives of participation are also apparent between the respondents of the individual program lines. The interest in a specific international organization as well as in the host country is of a greater importance for participants of program line A than it is for participants of program line B. Participants of program line B state comparatively more often²⁷ that they participated for reasons of professional reorientation or a lack of professional perspectives.

4.2.3 *Benefit of the internship for scholarship recipients*

In order to find out about how scholarship recipients benefit from the internship, survey participants were asked to evaluate the contribution of their internship to the advancement of their expertise and communication, organization, and social skills as well as to improving their knowledge in at least one language. The means of the particular categories are presented in figure 6.²⁸

²⁵ For all data: see table in appendix.

²⁶ Category "improving language skills": men (24 responses; 34.3% of the cases), women (14 responses; 17.7% of the cases); "professional reorientation": men (9 responses; 12.9% of the cases), women (three answers; 3.8% of the cases).

²⁷ However, still relatively seldom in absolute figures (table: see appendix).

²⁸ For generating the means, the option "I don't know" was defined as an missing value and is not included in the calculation.

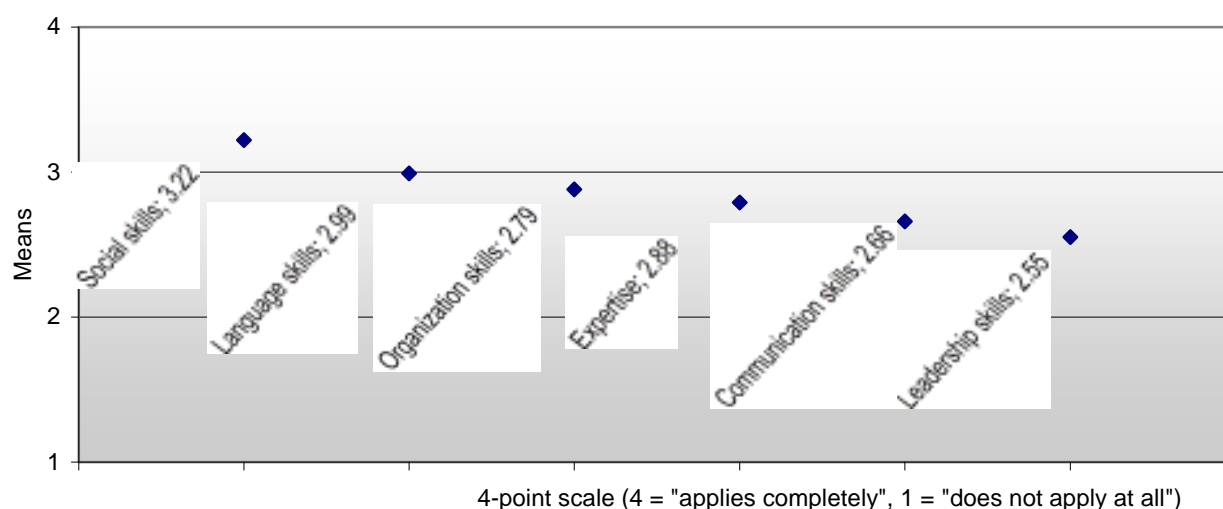


Figure 6: General benefit of the internship (N = 150 - 153)

As all the means are higher than 2.5, it can be concluded that the majority of the respondents consider their internship as having contributed to the advancement of the given competences and skills. Especially concerning the improvement of social competences, the respondents indicated having made great progress. A vast majority also state that they have improved their language skills as well as their expertise and organization skills. According to the evaluation of the respondents, still more than half of the completed internships honed their communication and leadership skills. Male and female scholarship recipients evaluate the benefit of their internship similarly.

The results show that the majority of the internships supported by the Carlo-Schmid-Program communicate important skills and qualifications to the scholarship recipients. The expectations of program participants who applied for a scholarship with the intention of improving their language skills or soft skills (see above) were also met for the majority.

What specific benefit does the participation in the Carlo-Schmid-Program provide for the professional career of the scholarship recipients? The survey participants were asked this as well.

It appears that 92.2 percent of the respondents evaluate the insight gained in potential fields of work as essential for their future professional career. More than two-thirds (69.9%) state that they have improved their professional perspectives by making important contacts. Almost half of the respondents (46.4%) consider the job offers distributed by the CSP Network as very helpful. Information and support for application processes in international organizations are mentioned as useful by 43.8 percent. About one out of three scholarship recipients (31.4%) could gain important practical experience for his or her academic research. 28.8 percent of the respondents state that the improvement of their career perspectives due to advancements in the local or working language was a specific benefit of the internship.

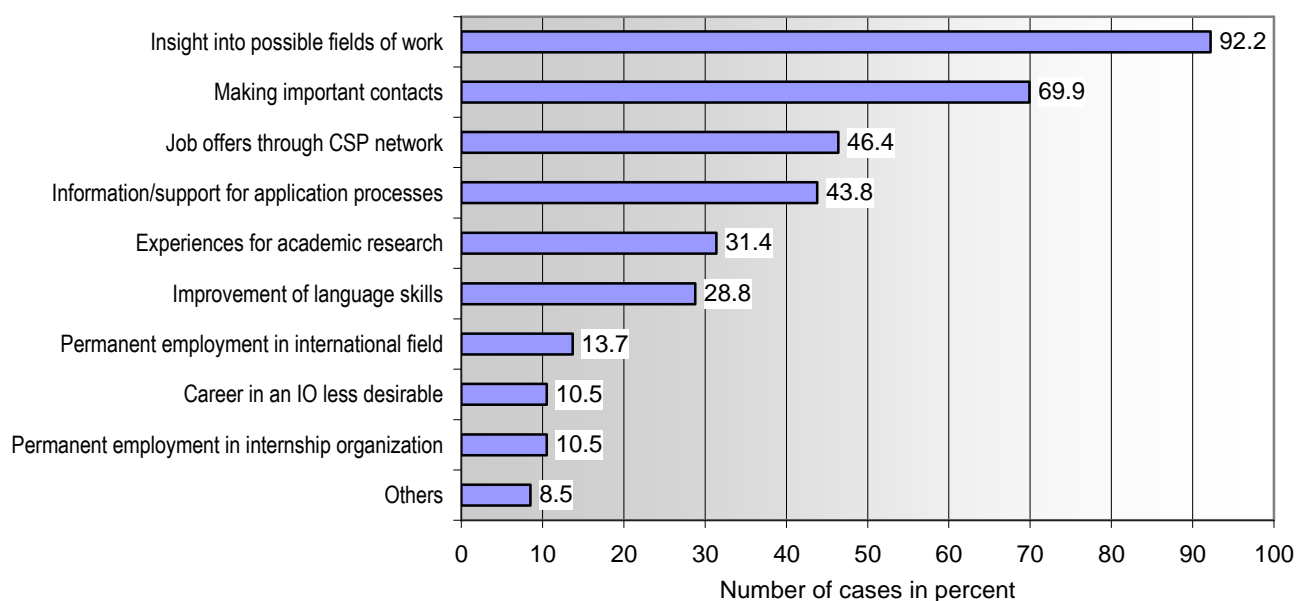


Figure 7: Specific benefit of the internship for professional career (N = 153)²⁹

However, it is particularly remarkable that 13.7 percent of the survey participants found a permanent job in the international field and that 10.5 percent obtained employment in the organization of their where they did their internship afterwards.³⁰ The extent to which the Carlo-Schmid-Program meets its own claim in terms of content will be presented in more detail at a later point (see: job profile of scholarship recipients). Regarding the results in figure 7, it is interesting to see that through the experiences gained during the internship in the Carlo-Schmid-Program, 10.5 percent of the respondents state that working in an international organization does not seem attractive anymore. Furthermore, the questionnaire contained the option “The internship was not helpful for me” that was not ticked by any of the respondents. When asked for their opinion on the three most important qualifications and skills the scholarship recipients have acquired through participating in the Carlo-Schmid-Program, some results were very much to be expected, but some benefits that had not been mentioned yet were included as well (see table 9).

²⁹ For the option “other”, the following statements were made (edited for length here): Improving CV/Support for job search; negative experiences during internship (exploitation of cheap labor by internship organization); Temporary employment in the international field after the internship; Temporary employment in an IO after the internship; Acquisition of important expertise for occupation; Career aspiration for IOs reinforced; Support for dissertation through internship organization; I don't know/Internship not yet completed. Other results: see appendix.

³⁰ This applies all the more for the older years (of those permanently employed in their internship organization: 40% (n = 6) from the year 2001/02, 20% (n = 3) from the year 2002/03, 33.3% (n = 5) from the year 2003/04 and 6.7% (n = 1) from the year 2004/05. For those who subsequently found permanent employment in the international field, the order is as follows: 42.9% (n = 9), 33.3% (n = 7), 23.8% (n = 5) and 0 for the year 2004/05).

Table 9: Qualifications and skills acquired through participation in CSP³¹

	Number of responses	Percent of responses	Percent of cases
Soft skills	65	16.5	45.5
Expertise	59	14.9	41.3
Knowledge of specific IO	35	8.9	24.5
Knowledge of IOs in general	34	8.6	23.8
Improving/acquiring new language skills	33	8.4	23.1
Organization skills	32	8.1	22.4
Work experience/knowledge of profession	31	7.8	21.7
Making important contacts/networking	25	6.3	17.5
Communication skills	13	3.3	9.1
Knowledge of recruitment processes in IOs	8	2.0	5.6
Leadership skills	8	2.0	5.6
Flexibility in own work style ³²	8	2.0	5.6
Knowledge of region of internship	7	1.8	4.9
(Professional) experience abroad	4	1.0	2.8
Self-confidence	4	1.0	2.8
Improving own CV	4	1.0	2.8
Cannot be evaluated at this point	2	0.5	1.4
Others and indistinct information ³³	23	5.8	16.1
Responses in total	395	100.0	276.2

143 valid, 16 missing cases

Survey participants most frequently state having improved their soft skills as well as their expertise (45.5% and 41.3% respectively). This, as well as the improvement or the acquisition of new language skills or the increase of one's competence concerning the organization or communication skills, also corresponds with the findings already presented above. Learning more about international organizations in general and about specific organizations is also indicated as an important benefit of the internship by a large number of respondents. Some participants consider the ability to work efficiently on new tasks and to acquire new knowledge rapidly (category "flexibility in own work") or learning more about the region where the internship takes place as an important gain of knowledge and competence. Even though only a relatively small number of surveyed scholarship recipients (each about 5%) make these kinds of statements, it does not reduce the importance of these qualifications. Due to the large number of different statements, a more distinguished presentation of answers is not possible at this point. However, in order to complete the picture, some original statements of survey participants must be mentioned:

"Real work experience, because of the length of the internship, six months in my case, I was employed as a regular employee and also perceived as such by my counterparts."

³¹ The answers to the open question were recoded in the categories indicated in the table afterwards. For the detailed names and the nominal definition of the categories: see appendix.

³² Includes "working in totally new fields" and "fast production and processing of information", for example.

³³ Includes "knowing what is important" and "preparation of dissertation", for example.

Without the financial support, I would not have been able to do such a long internship.”

“Global overview of research in my field and, thus, an enlargement of my own (usually rather Germany-oriented) perspective.”

“Knowing how to work practically in a dysfunctionally organized company.”

“Knowing that even when completely meeting the required qualifications, duties do not necessarily meet one’s expectations.”

“Knowing that there are many young people who have the objective to work in international organizations.”

“Insight into the working and decision-making processes in international organizations.”

“Motivation for an international orientation.”

To sum up the results discussed so far, it can be said that the majority of the expectations the CSP scholarship recipients have before starting the internship are met and motives that generated their interest in participating are fulfilled in the course of the internship. Of course, there are participants who return disappointed with their internship, are dissatisfied with their experiences during the internship, and have come to realize that working in the international field or in a particular international organization is no longer desirable to them. However, this is by far the minority. The distinct majority is satisfied with the experiences and acquired skills. This is particularly the case for the acquisition of key qualifications, expertise, and languages as well as for the general practical work experience and the making of contacts.

Altogether, 50 percent of the survey participants rate their internship supported by the CSP as “very good”. Further 29 percent say it was “good”. Only a minority of four percent have a low opinion. The internship was evaluated as “very poor” only once (0.7%).³⁴

With an average rating of 4.24 points (5 “very good” – 1 “very poor”), survey participants rate the internships even better than the additional activities and events offered by the CSP funding organizations. As for the latter, the mean is 4.05. Altogether, this clearly shows, however, that the surveyed scholarship recipients have a good opinion of the additional offers of the scholarship organizations (seminars, regional meetings, expert discussions, etc.).

³⁴ Number of responses (n = 149) to the question: “When you consider your internship in general, how would you rate it?” in percent (5-point scale; 5 “very good” – 1 “very poor”. Responses in the field “no comment” (n = 1) were defined as missing values). The same question was also asked about activities and events of the CSP scholarship organizations. Here, (n = 141) 30% answered “very good”, 48% “good”, 19.9% “satisfactory”, 1.5% “poor” and 0.7% “very poor”. For further results: see appendix.

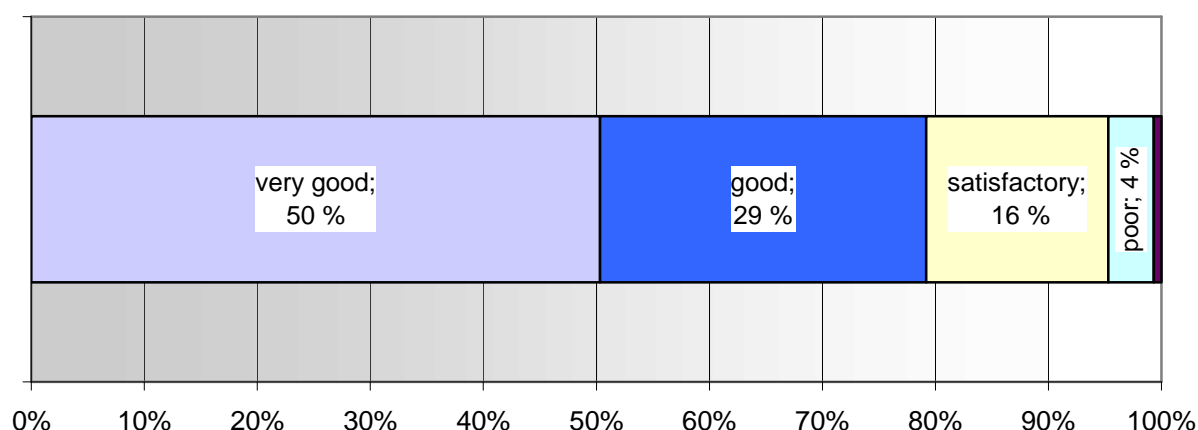


Figure 8: Overall evaluation of the completed internship (n = 149)

With regard to the overall evaluation of the completed internships, there are neither significant differences between male and female nor between younger and older scholarship recipients ($p > 0.05$ in each case). However, significant differences concerning the evaluation can be noticed between participants who completed their internship in a UN organization or an EU institution. Those employed in an EU institution were significantly more satisfied with their internship than those in a UN organization.³⁵ Interns at coordinated organizations also rated their internships more highly than their colleagues in UN organizations (mean: 4.59); however, these differences are not significant.³⁶

4.2.4 Further career of scholarship recipients

In this section, the current situation of employment of the CSP scholarship recipients will be presented. This is the most important criterion for the evaluation of the success of the Carlo-Schmid-Program, since the education of junior employees for political and administrative duties in the international field is the main objective declared by the scholarship organizations. It is not only of relevance whether the graduates of the program are employed in international organizations or take up employment in the international field in a broader sense but also whether they still strive for these activities and apply for corresponding positions after finishing the Carlo-Schmid-Program. The Carlo-Schmid-Program will be considered successful when a substantial number of its alumni are either already employed in “international” positions or are still intensively applying for such posts.

Even though the qualification for activities in international organizations as well as a subsequent employment of the scholarship recipients in these institutions can be considered to be

³⁵ In the T-test, there is an error margin (p) of 0.02 when assuming equal variances. The mean of the rating of internships in UN organizations is 4.11 compared to a mean of 4.83 in EU organizations. For the latter, only good and very good evaluations were given. Tables: see appendix.

³⁶ T-test: $p = 0.51$ (when assuming equal variances).

the primary program objective of the CSP, this research will also take into consideration whether the alumni carry out other activities with an international orientation or actively strive to do so. Both criteria are important for the evaluation of the success of the Carlo-Schmid-Program. Furthermore, it should be taken into consideration that there are only few classes of alumni so far. The effectiveness of the efforts of preparing German junior employees for activities in the international field and of strengthening the German personnel representation will only be measurable with validity after a longer period of time. Thus, the results presented here can only serve as short-term indicators for the success of the program.

First of all, the general situation of employment of previous and current CSP scholarship recipients will be presented. As can be seen in figure 9, the majority of the scholarship recipients were carrying out a professional activity at the time of the survey. Only six survey participants (4%) were unemployed at that time but two of them have finished the Carlo-Schmid internship only recently.

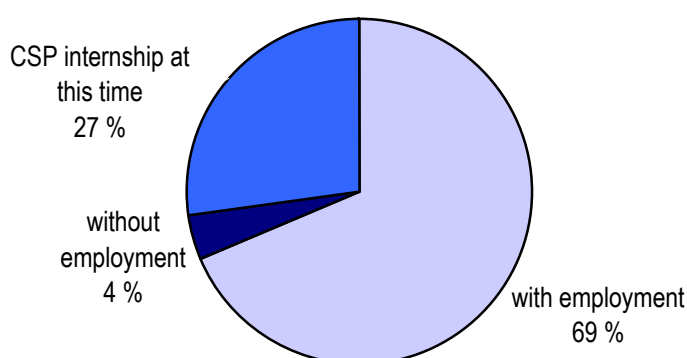


Figure 9: Current state of employment (n = 150)³⁷

Those already having finished the Carlo-Schmid-Program at the time of the study and currently carrying out a professional activity were asked about their professional situation. 83 percent of these employees indicated having employment with a substantial international orientation (see figure 10). Only 17 percent carry out a rather nationally-oriented activity.³⁸ Similar distributions are reported by an evaluation of the Stiftungskolleg für internationale Aufgaben (Foundation Collegium for International Duties) that pursues similar objectives as the Carlo-Schmid-Program.³⁹

³⁷ Includes internships, further studies, writing a dissertation, etc.

³⁸ Also including the unemployed graduates at the time of research (n = 6), percentages are as follows: 78.9% with international orientation; 15.6% without international orientation; 5.5% unemployed (n in total = 109). Table of results: see appendix.

³⁹ Here, the percentage of graduates employed in the international field is about 84.9%. See: Peters, Ingo: Evaluierung des 'Stiftungskollegs für internationale Aufgaben' der Robert-Bosch-Stiftung und der Studienstiftung des deutschen Volkes. Freie Universität Berlin, 2003. p. 29.

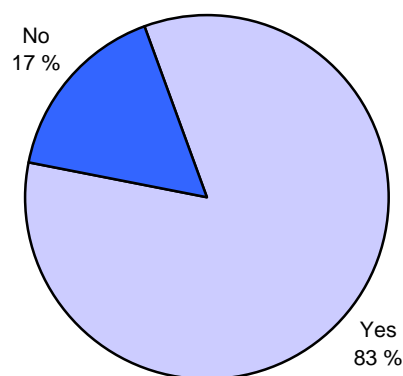


Figure 10: International orientation of current employment (n = 103)

Concerning the international orientation of the current employment, there are no substantial differences between genders. Furthermore, no significant differences can be identified when considering the wide variety of fields of study. That is because of the low number of cases in particular. Considering absolute figures, it is conspicuous that the graduates and students of administration, geography and area planning, social studies, humanities and religious studies, development studies, as well as of environmental technology or power engineering indicate without exception that they had employment with a substantial international orientation at the time of the survey. Among those with medical and legal backgrounds, this statement is rather seldom (one out of three and 11 out of 17, respectively).⁴⁰ However, one must take into consideration that some of the jurists were in their probationary period (Referendariat) at the time of survey, which is usually rather nationally-orientated.

With regard as to whether the scholarship recipients are employed in an international area, there appears to be a significant difference between the single program years. Respondents from the program year 2001/02 state significantly more frequently that they have employment with an international orientation (92.9%) than the interviewees of the program year 2002/03 (72.7% with international orientation).⁴¹ However, there is no clear, directed connection with the period of time that has passed since the end of the Carlo-Schmid-Program.

Among the employed survey participants who have some sort of internationally-oriented employment, 29.1 percent (n = 25) were employed in international organizations at the time of survey. That is 22.9 percent of the survey participants who have already finished their Carlo-Schmid internship (employed and unemployed).

This means that the Carlo-Schmid-Program is in a comparably good position.⁴² A greater share of those survey participants now employed somewhere is employed at a German uni-

⁴⁰ Table of data: see appendix.

⁴¹ T-test: p = 0.042 (assuming equal variations). For further results: see appendix.

⁴² The percentage of the graduates of the Stiftungskolleg für internationale Aufgaben (Foundation Collegium for International Duties) who found an employment in international organizations was only about ten percent in 2003. See: Peters, Ingo: Evaluierung des „Stiftungskollegs für internatio-

versity or research institution (14%) or is working on a dissertation in a public or private institution without permanent employment (10.5%). Only just one-tenth (9.3%) is employed by a research institution abroad. In comparison with that, only few graduates (2.3%) work in non-governmental organizations. Substantial differences between male and female participants do not exist.

Among those who state that they are currently employed by an international organization, graduates of the year 2001/02 are represented most numerous. Eleven out of 26 employed survey participants from this program year are employed there (that corresponds to a percentage of 42.3%). Among the participants who were supported by the CSP in the years 2002/03 and 2003/04, seven individuals indicate in each case (29.2% and 22.6% respectively) having obtained employment in an international organization.⁴³ However, variance calculations show that these differences are not significant because the case numbers are too small ($p > 0.05$). The results also show that it can take some time until CSP graduates actually find employment at international organizations. From that point of view, further evaluations in the coming years should show that a majority of the people in the most recent program years have found positions at international institutions.

The extent to which the indicated activities have an international orientation cannot be objectively examined in this study. It is only the personal evaluation of the survey participants that has an effect on the distribution of the categories “people whose work has an international orientation” and “people whose work has no international orientation”.

However, the answer “international organization” as well as – with certain limitations – the categories “German institution abroad” and “non-governmental organization” (see table 10) can serve as relatively ‘strict’ criteria for the evaluation of the success of the CSP. That should be considered in the previous and following presentations. Furthermore, it should be taken into consideration that the survey strongly simplifies some aspects in order to obtain quantifiable data.

nale Aufgaben’ der Robert-Bosch-Stiftung und der Studienstiftung des deutschen Volkes. FU Berlin, 2003. p. 29f.

⁴³ Employees in international organizations in total ($n = 25$). Of these: 2001/02, $n = 11$ (42.3% of the year); 2002/02, $n = 7$ (29.2% of the year); 2003/04, $n = 7$ (22.6% of the year); 2004/05, $n = 0$; no response, $n = 1$.

Table 10: Current employer/current employment (*with* international orientation)

Current employer/current employment	N	Percent of employees with international orientation (n = 86)	Percent of employees/unemployed (n = 109)
International organization	25	29.07	22.94
University/research institution in Germany	12	13.95	11.01
Promotion (without permanent employment)	9	10.47	8.26
University/research institution abroad	8	9.30	7.34
Private company	6	6.98	5.50
Public administration in Germany	6	6.98	5.50
German institution abroad	5	5.81	4.59
Post-graduate studies/further education	3	3.49	2.75
Internship	2	2.33	1.83
Non-governmental organization	2	2.33	1.83
Work on promotion (without permanent employment)	0	0.00	0.00
No comment	1	1.16	0.92
Others	7	8.14	6.42
Total	86	100.00	78.90

Among those who indicated working in an international organization, most of the CSP graduates have a degree in economics (n = 5), law (n = 4), or European studies (n = 4) or are currently working on it, whereas among the political scientists only one person made this statement.⁴⁴

As further professional activities with an international orientation, the following was stated in the category “others”: completing a probationary period, working in an international law practice, employment in a think tank or carrying out various professional activities at the same time.⁴⁵

Those who have not been employed in an international organization at the time of survey but have already finished the Carlo-Schmid-Program were asked whether they have worked at least once temporarily in an international organization. As it turns out, this applies to 21 percent (n = 18) of the survey participants. Among those, most studied political science or economics (n = 4 in each case).

Table 11: Temporary employment in an IO after the end of the CSP

Temporary employment in IO	n	Valid percent
Yes	18	21.43
No	66	78.57
Total	84	100.00

⁴⁴ For further results of the differentiation according to field of studies: see appendix.

⁴⁵ Table: see appendix.

Consequently, 43 former CSP scholarship recipients who participated in the survey have already been employed in international organizations after the end of the program. Of all the surveyed graduates of the program ($n = 9$), this results in a share of 39.4 percent.

Among the 17 employed survey participants who have employment *without* a substantial international orientation, five (29.4%) state being employed in a German university or research institution. Furthermore, four (23.5%) found employment in companies in Germany.

Further data are presented in the following table.

Table 12: Current employer/current employment (*without* international orientation)

Current employer/current employment	n	Percent of employed <i>without</i> international orientation ($n = 17$)	Percent of employed/unemployed in total ($n = 109$)
University/research institution	5	29.41	4.59
Private company	4	23.53	3.67
Probationary period	3	17.65	2.75
Work on promotion (without permanent employment)	2	11.76	1.83
Public administration in Germany	1	5.88	0.92
Post-graduate studies/further education	1	5.88	0.92
Court	1	5.88	0.92
Total	17	100.00	15.60

The relevance of the Carlo-Schmid-Program for the success of the graduates' employment with their current employers becomes apparent in table 13. More than two-thirds (69%) of those employed at the time of survey stated that their participation in the Carlo-Schmid-Program was important for being hired into the position. Only every fifth person (21.4%) does not think that the CSP had an effect on the success of being hired by his or her current employer. Among those who work in international organizations, 96 percent (24 out of 25 interviewees) think that they obtained the position, at least to some extent, due to their participation in the CSP, whereas a majority of the graduates working at German universities or research institutions are of a different opinion. Here, 57 percent (eight out of 14 survey participants) of those currently employed state that the CSP was of no relevance for the success of obtaining their position.⁴⁶ There are no significant differences between genders or the year of participation concerning the evaluation of the importance of the CSP for the success of the employment at the current workplace.

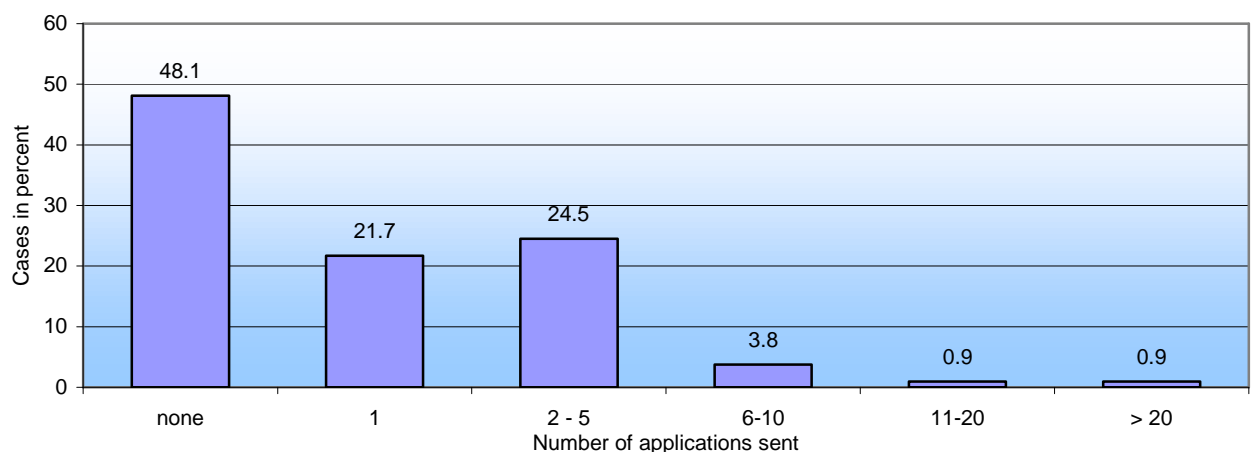
⁴⁶ Only 35.7% (five out of 14 survey participants) think that the CSP made a major contribution to the success of the employment. One participant is unsure ("I don't know.").

Table 13: Relevance of the CSP for the success of employment

	n	Valid percent (of employed with employer)
Relevant	58	69.0
Not relevant	18	21.4
I don't know	8	9.5
Total of those currently employed	84	100.0
No direct employer (dissertation, studies, etc.)	19	
Total	103	

A substantial requirement for the objective of the Carlo-Schmid-Program is that graduates apply for corresponding positions in the international political and administrative field. As this primarily relates to positions in international organizations, the survey participants were asked to indicate the intensity of their efforts made in applying for such positions. As previously described, a relatively high number of graduates applied successfully for positions in international organizations since more than 39 percent of the survey participants have either worked in an international organization at the time of survey or have done so meanwhile. However, what about the other graduates?

The results of the survey show that almost half (48.1%) of those who have not been employed in an IO after the CSP so far have not applied for such positions. One-fifth of the survey participants (21.7%) have applied at least once, one quarter (24.5%) up to five times. Few people made efforts beyond this. However, it should be pointed out that these data also include answers of survey participants who are currently still in the Carlo-Schmid-Program. Significant differences between the different program years regarding the intensity of applying hardly exist, however.⁴⁷

**Figure 11: Number of applications to international organizations (n = 106)**

⁴⁷ Table of date: see appendix.

Thus, the results of the survey show that a relatively high number of graduates, namely approximately one-third of the survey participants (34%; $n = 51$ of 149)⁴⁸, do not strive for employment in an international organization after finishing the Carlo-Schmid-Program.

4.2.5 *Intended Career of Scholarship recipients*

The Carlo-Schmid-Program aims to educate junior employees for duties in the international field. As already mentioned, the main intention is to increase the German personnel representation in international organizations. Beyond this, there is a demand for junior employees with expertise in administrative and political processes in the international field but also in private companies, non-governmental organizations, governmental administration institutions, and research and academia. There are various professional opportunities. At this point, we will therefore have a look at the career goals the CSP graduates have – regardless of the extent to which this is already reflected by actual application efforts or current employment contracts.

We want to examine more closely three questions that lead deductively from general to specific. First of all, we will examine the extent to which the graduates of the CSP strive for an activity with an international dimension. Second, we wish to determine whether this aspired activity should be carried out abroad or inland. Finally, we plan to show what type of employers and work institutions are preferred by scholarship recipients.

Concerning the first point, almost all survey participants (96%) wish to carry out duties with an international dimension in their occupation of choice (see table 12). In other words: generally speaking, the career aspirations of the survey participants correspond at a rate of 96 percent with the objectives of the Carlo-Schmid-Program. Three-quarters of those surveyed (74.4%) state that the international dimension is “very important” in their future career plans. Another 21.3 percent consider that as “rather important”. Only five survey participants (3.3%) rate it as “rather unimportant”. One person is indecisive (“I don’t know”) in this point. The mean on the four-point scale⁴⁹ (4 = “very important” – 1 = “unimportant”) is 3.72 points.

⁴⁸ 106 valid responses + 43 respondents who now work or have worked in IOs ($n = 149$). Responses in the field “no application”: $n = 51$.

⁴⁹ The option “I don’t know” ($n = 1$) was defined as a missing value when calculating the means.

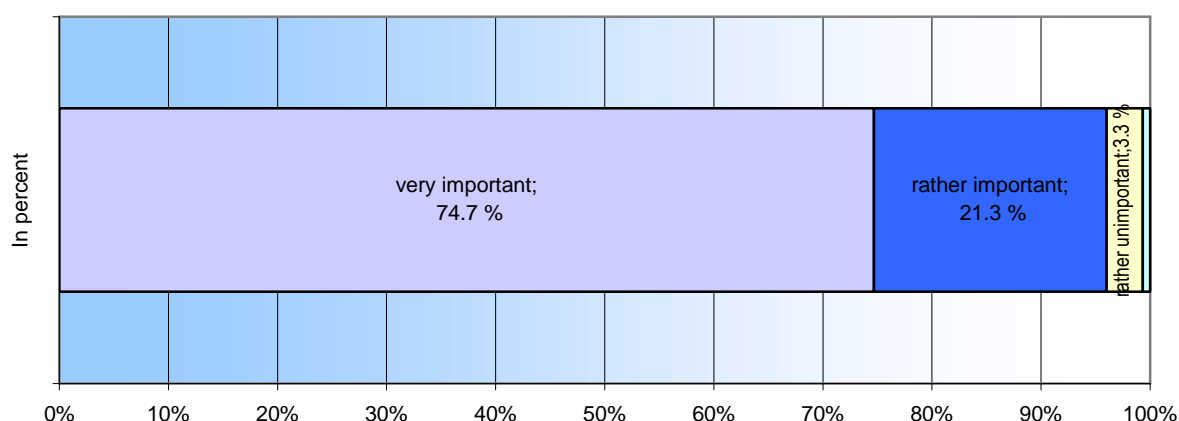


Figure 12: International orientation of aspired occupation (n = 150)⁵⁰

Another clear indicator for the efforts for internationality of CSP scholarship recipients is the desire to find employment abroad. Even though internationally-oriented professional duties can be also realized in Germany, the personnel representation of Germans in international organizations and also in internationally acting companies, non-governmental organizations, and other institutions can only be increased if junior employees are actually ready and willing to work and live abroad.

This applies to the majority of the CSP scholarship recipients when generalizing the results of the survey to the population. 55.7 percent of the survey participants have the desire to realize a professional activity abroad, whereas only 14.1 percent want to stay in Germany. Nearly a third is indecisive and considers other work-related aspects significantly more important than the workplace. These data apply to men and women as well as older and younger interviewees. In this case, no significant differences appear between the different program years either.⁵¹

Table 14: Preferred future workplace

	N	Valid percent
Germany	21	14.09
Abroad	83	55.70
I don't know	45	30.20
Total	149	100.00
10 missing cases (1 no response, 9 did not take entire survey)		

The results make clear that there is indeed an “objective” incentive for many junior employees to take on employment abroad for professional reasons.⁵²

⁵⁰ Table of data: see appendix.

⁵¹ Significance tests (Pearson's chi-square test) result in means of $p > 0.05$ for each of the three variables (gender, age, program year).

⁵² The causes for the poor representation of Germans in international organizations can be categorized into personal and objective reasons. Personal reasons include in particular in the insufficient qualification of German applicants, whereas objective reasons tend to deal with the lack of incentives the activities in international organizations have for qualified German applicants. See: www.profilio.de.

If the focus of interest is on the type of institution preferred as people's "dream employer", almost half of the survey participants (45.3%) want to work in international organizations. That is more than those who currently state having an employment contract with an international organization (see above). Insofar, the CSP scholarship recipients actually still have the desire to work in these organizations.

Far behind in the popularity ranking, the interviewees state further "public" activities (that is usually publicly financed), such as institutions of science and research (16%), the public sector (13.3%), and non-governmental organizations (10%). Only 8.7 percent of the survey participants would prefer employment in private companies.

In this case, there are rather marginal differences between students and graduates of different fields of study. Furthermore, the case numbers within the single fields of study are often small. Students of law and political science are most likely to clearly diverge from the average statements about their preferred place of work. Whereas the former often indicate the public sector as their preferred place of work on a higher-than-average basis (36.8%, $n = 7$), political scientists prefer the field of research and academia more often than respondents in other fields of study (21.4%, $n = 6$).⁵³

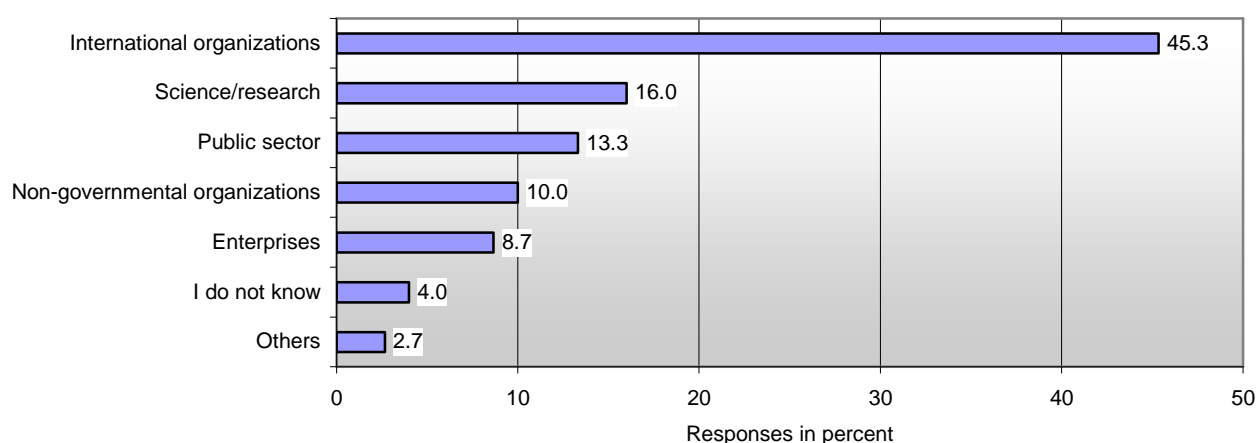


Figure 13: Preferred place of work ($n = 150$)⁵⁴

Also regarding genders, only small differences appear in this case. Statements made by men and women about their preferred place of work diverge most significantly concerning the options "private companies" and "non-governmental organizations". Whereas male survey participants wish to work for a private companies more often (12.9% of the male compared to 5.1% of the female respondents), female respondents tend to favor occupations at non-

⁵³ Table of data: see appendix.

⁵⁴ Table of data: see appendix.

governmental organizations (12.7% of the female compared to 7.1% of the male survey participants).⁵⁵

Among those who see their future career abroad, the percentage of those wishing to work in an international organization is 61.3 percent and, thus, even more developed. However, private companies and the public sector are by far more popular among those who want to work in Germany than among those that want to go abroad.⁵⁶

Assuming that, in essence, the statements of the survey participants are a representative image of the CSP scholarship recipients altogether, the following can be concluded at this point: Almost all of the scholarship recipients of the Carlo-Schmid-Program strive for a position at an international orientation. The majority of them want that position to be abroad. The greatest number of the scholarship recipients would prefer to work for an international organization. Thus, the expectations of the program participants associated with receiving a CSP scholarship do correspond with the professional objectives of the scholarship recipients.

5 Conclusion: Success and problems of the Carlo-Schmid-Program against the background of its own objectives

When interpreting the results presented in this study, one must take into consideration that the focus in the qualitative part of the study is more on the individual statements of the interviewees, whereas in the quantitative part of the study, it is more on the tendencies on an aggregated level. This is implicated by methodological constraints.

Despite maintaining the necessary distance to quantified data on the one hand (*“Unfortunately, the survey does not consider the special situation that I am in.”*) and losing information and significance when summarizing qualitative data on the other, one can draw on the results as a measuring criteria for the success of the Carlo-Schmid-Program against the background of its own objectives. The experiences the applicants and program participants made with the Carlo-Schmid-Program as well as the knowledge of their general educational background can also be used in connection with the research project PROFIO. The most important results shall be summarized at this point.

A majority of the applicants as well as the current participants in the Carlo-Schmid-Program studied (in order of importance) political science, economics, or law and were still studying at the time of survey. These courses of study can obviously be considered as an especially promising educational background for an application for the CSP. This is especially the case as the vast majority of financed internships are offered in fields related to politics, law, and economics. Further politically-related subjects of study such as administrative or European

⁵⁵ Table of data: see appendix. (the difference between genders is not significant: Pearson's chi-square test with $p = 0.54$)

studies also offer sound chances for a successful application. In the online survey, it also seemed that students and graduates of the above mentioned subjects of study felt especially well-prepared for their internship in an international organization. However, individuals with other educational backgrounds also have good chances of receiving a scholarship from the Carlo-Schmid-Program. The determining factor is the correspondence of the applicant's profile with that of the desired position. Furthermore, it should be considered that there are also numerous unsuccessful applicants among students and graduates of courses of study related to politics, economics, and law. The interviewed members of the selection committee pay special attention to the relevance of the candidates' expertise, practical experience, language skills, and key qualifications. For the latter, special attention is paid to social and intercultural competence as well as the ability to communicate and work in a team. Beyond that, a comprehensive general education is also important. The following statement by a member of the selection committee emphasizes not only the enormous importance of the personality factor in the competitive application field in international organizations but also its hidden opportunities:

"Career opportunities are more up to the person rather than to the organization. If the person shows talent, if the person shows that he can get things for the organization and can make things happen and for instance is able to develop a project and able to get the funding for that project, then he will have very good possibilities and chances for success."

The importance of language skills and personal competences is also reflected in the experiences of the participants in the Carlo-Schmid-Program. During the internship at an international organization, the interviewees were expected to have knowledge of economical correlations and of methodology in the social sciences as well as competences in the field of intercultural management, communication, and the mastery of rare (or seldom taught in Germany) languages. Individuals who possess the mentioned knowledge and qualifications besides the expertise from their studies, should thus have the best premises for a successful application for the Carlo-Schmid-Program as well as for positions in the international field in general.

During the internship, most of the survey participants were in charge of drawing up thematic studies, organizing conferences, conducting research, administrative duties, or partially self-dependent, partially collaborative work on several projects. This, once again, points out the importance of key qualifications in social, organizational, or communicative field. This opinion is shared by the survey participants. When asked about the general benefit of the

⁵⁶ Table of data: see appendix. The results let assume highly significant differences. However, in order to interpret the significant values with validity, the case numbers are too small in many occurrences.

completed internship, the majority considers (besides the improvement of language skills or the consolidation of expertise) the acquisition and the improvement of soft skills such as conflict management, the ability to cooperate, or intercultural management, and organization skills such as time management, planning skills, and administration skills as being important. Concerning one's own professional career, participants of the online survey mention the insight into potential fields of work, important contacts they made and the access to job offers through the CSP Network as well as the availability of information and support for their applications to international organizations as important achievements of the scholarship program. Since an overwhelming majority of the interviewees rate the completed internship as well as the additional activities and events of the CSP scholarship organizations as good or very good, the Carlo-Schmid-Program finally seems to meet the scholarship recipients' expectations to a great extent.

This is good news for future applicants and scholarship recipients. As we learned in our interviews with applicants (and, therefore, potential future scholarship recipients) for the CSP, they very much hope to gain insight into potential fields of work, establish contacts, gain access to job offers, and obtain support for their applications.

With regard to its own objectives, the Carlo-Schmid-Program fulfills important criteria. More than 80 percent of the participants of the online survey who were employed at the time of the survey state that their employment has an international dimension.

Among all respondents who have already completed their CSP internship, close to one-fourth (23%) was employed in an international organization at the time of survey. Considering the fierce competition for positions in international organizations, this can be considered as a relatively high amount. The percentage of this success rate rises to 39.4 percent when including those graduates who were not actually employed at an international organization at the time of survey but were at least temporarily following the Carlo-Schmid-Program. However, about one-third of all interviewees are not actively seeking a position at an international organization. Other CSP alumni who participated in the survey are mostly employed by other "public" employees such as universities and administrative institutions. Rather few state being employed in a private company.

In the online survey, more than two-thirds of the interviewees state that participating in the Carlo-Schmid-Program was important for being hired by their current employer. Among those who work at international organizations, 96 percent are of this opinion. In this respect, the Carlo-Schmid-Program can be considered an important career step and promising further qualification.

The career aspirations of the scholarship recipients and graduates as well as the applicants largely correspond with the objectives of the Carlo-Schmid-Program. Nearly all interview and survey participants express the desire to pursue an activity with an international dimension. In doing so, the majority strives for employment at an international organization. Furthermore, the interest in international organizations and in internationally-oriented work in gen-

eral is the main motivation for the majority of the interviewees to actually apply for the Carlo-Schmid-Program. The results of the personal interviews show that very clearly.

It has already been mentioned that the long-term and effective achievements of the Carlo-Schmid-Program cannot be measured at this time. Insofar, the presented results are to be viewed as initial results. Furthermore, the uncertainty about an efficient career in the field of international organizations based on the high requirements for the applicants, political influence, and the fierce competition for the limited amount of positions does not allow measurement of the success of the Carlo-Schmid-Program by means of a formula. In addition, some questions remain unanswered, especially those comparing the CSP to similar scholarship programs and those examining the individual career paths.

However, if these research restraints are ignored, the overall initial results are good. The program certainly has a successful track record so far. A large number of graduates have already been successful in finding jobs in international organizations. The majority of the rest has professional duties with an international dimension. Individuals are recruited who are interested in a fairly long-term career abroad and also apply for it after completing the program.

Furthermore, the establishment of the CSP Network appears to be an important representation of the CSP alumni's interests as well as a committee for like-minded people that is concerned about and actively engaged in pursuing the internationalization of politics and administration in a sustainable way.

However, a well-balanced evaluation always calls for a consideration of different opinions and experiences. Final critical as well as positive comments of some of the survey participants must, therefore, once again be presented against the background of a potential variety of interpretations:

"Good idea, the survey! It's a pity that there were no questions about the difficulties of finding an employment in IOs."

"We are a young network and still need time to measure real success and failure (keyword: study on current place of work). The beginnings, on the other hand, are quite promising, especially regarding the alumni structure."

"I enjoyed the experiences of the CSP internship very much (and I am grateful for that :-)) and I have definitely learned a lot for life. However, I doubt that such a program (elite scholarships) is justifiable against the background of the tight public budgets (it should be urgently invested in schools and universities). Anyway, I would have also gone abroad without the CSP internship in order to follow my profession. But it was definitely a great personal experience and maybe it will help me in the future."

"Everybody can also arrange internships in IOs on their own. Most of the CSP participants are in education programs for gifted youth, so the financing is not a problem either."

One of the biggest advantages of the CSP is the membership in a network of like-minded people. I profit from it very much – the job mailing list itself is invaluable. This should be more communicated to potential applicants outside.”

“I have successfully completed the NCRE process and thus will be soon starting to work at the UN. The CSP as an opportunity to complete a financed internship was certainly important for it, even though it cannot be proven for sure.”

“The CSP and the alumni organization should network with other similar institutions that support internationally affected German personnel as far as possible and try to reach transparency and complement one another. It is of little help that there is so much sectionalism.”

“I think it is important that they offer programs such as the Carlo-Schmid-Program that financially support internships of university graduates in international organizations.”

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Appendix

Tables (supplementations to the report)

- Put into order according to the number in the questionnaire -

Question 1:

Table A_1: Main motives for participating in the Carlo-Schmid-Program
(Participants program line A)

Program line A

Main motives for participating in the CSP	Number	Percent of re-sponses	Percent of cases
Gain practical experience	49	18.4	77.8
Career plans: employment in IO	47	17.6	74.6
Improving career perspectives	46	17.2	73.0
Interest in a specific IO	46	17.2	73.0
Gain experiences abroad	31	11.6	49.2
Interest in host country of the IO	18	6.7	28.6
Improving language skills	14	5.2	22.2
Improving soft skills	13	4.9	20.6
Lack of career options	2	0.7	3.2
New professional orientation	1	0.4	1.6
Responses (in total)	267	100.0	423.8

63 valid, 0 missing cases

Table A_2: Main motives for participating in the Carlo-Schmid-Program
(participants program line B)

Program line B

Main motives for participating in the CSP	Number	Percent of re-sponses	Percent of cases
Improving career perspectives	75	21.5	87.2
Gain practical experience	69	19.8	80.2
Career plans: employment in IO	66	18.9	76.7
Gain experiences abroad	34	9.7	39.5
Interest in a specific IO	25	7.2	29.1
Improving soft skills	25	7.2	29.1
Improving language skills	24	6.9	27.9
Lack of career options	13	3.7	15.1
New professional orientation	11	3.2	12.8
Interest in host country of IO	7	2	8.1
Responses (in total)	349	100	405.8

86 valid, 0 missing cases

Table A_3: Information in category "other":

Number	Information
1	Local friend
2	Improving my knowledge about the subject of IOs
3	Member in a network of like-minded people

4	Make contacts with people of similar interests
5	Understanding the working processes in international organizations
6	Alumni
7	Financing of existing plans
8	Private reasons
9	Interesting announced project
10	Getting to know work in an IO

Question 3:

Table A_4: Specific achievement of the CSP internship for professional career

	Number	Percent of re- sponses	Percent of cases
Insight into possible fields of work	141	25.9	92.2
Making important contacts	107	19.7	69.9
Job offers through the CSP Network	71	13.1	46.4
Information/support concerning application	67	12.3	43.8
Experience for academic research	48	8.8	31.4
Improving language skills	44	8.1	28.8
Permanent employment in the international field	21	3.9	13.7
Permanent employment in organization of in- ternship	16	2.9	10.5
Career in an IO less desirable	16	2.9	10.5
Other	13	2.4	8.5
Responses (in total)	544	100.0	355.6

153 valid, 6 missing cases

Question 4:

Table A_5: Main duties during internship

	Number of responses	Percent of response	Percent of cases
Drawing up thematical studies or analyzes	63	18.7	43.8
Organizing conferences	46	13.6	31.9
Conducting research	31	9.2	21.5
General administrative activities	18	5.3	12.5
Project management/project assistance	17	5.0	11.8
Public relations/human relations/newsletter	16	4.7	11.1
Creating teaching material/organizing training measures	12	3.6	8.3
Drawing up reports about events	12	3.6	8.3
Preparing speeches or presentations	9	2.7	6.3
Participating in meetings/negotiations, etc.	9	2.7	6.3
Evaluating projects	8	2.4	5.6
Drawing up notes/briefing material for internal communication	8	2.4	5.6
Interpreting statistics/editing data	6	1.8	4.2
Working on legal issues	6	1.8	4.2
Creating/maininting data banks	5	1.5	3.5
Personnel matters/recruitment	5	1.5	3.5
Fundraising	5	1.5	3.5
Being in charge of web content	4	1.2	2.8
Training of employees and clients	2	0.6	1.4
Programming	1	0.3	0.7
Other activities and indistinct information	54	16.0	37.5

Responses (in total)	337	100.0	234.0
144 valid, 15 missing cases			

Question 5:

Table A_6: Evaluation of components of the CSP – Responses in category “other”

Statement	Number	Evaluation
Prestige of program	1	good
Support of scholarship recipients through DAAD	2	very good
Involvement of Alumni in the program	1	good
Support while getting in the IO	1	poor
Interest if something is not working out well	1	poor
Alumni network and contact to current program participants	1	very good
Idealistic program background and principles of the program	1	good

Question 6:

Table A_7: Acquired qualifications and skills through participation in CSP

	Number of responses	Percent of response	Percent of cases
Soft skills	65	16.5	45.5
Expertise	59	14.9	41.3
Knowledge of specific IO	35	8.9	24.5
Knowledge of IOs in general	34	8.6	23.8
Improving/acquiring new language skills	33	8.4	23.1
Organization skills	32	8.1	22.4
Work experience/knowledge of profession	31	7.8	21.7
Making important contacts	22	5.6	15.4
Communication skills	13	3.3	9.1
Knowledge of recruitment processes in IOs	8	2.0	5.6
Leadership skills	8	2.0	5.6
Flexibility in own work	8	2.0	5.6
Knowledge of area of internship	7	1.8	4.9
Networking	5	1.3	3.5
(Professional) experiences abroad	4	1.0	2.8
Self-confidence/self-affirmation	4	1.0	2.8
Improving own CV	4	1.0	2.8
Cannot be evaluated at this point	2	0.5	1.4
Other and indistinct information	21	5.3	14.7
Responses (in total)	395	100.0	276.2

143 valid, 16 missing cases

Table A_8: Response category for question 6 (most important qualifications and skills acquired through participation in CSP)

(Professional) experiences abroad
Improving/acquiring new language skills
Knowledge of specific IOs
Knowledge of international organizations in general
Work experience/knowledge of the occupational field

Making important contacts
 Knowledge of recruitment processes in international organizations
 Soft skills (intercultural competences, conflict management, ability to cooperate, etc.)
 Organization skills (administration skills, time management, planning competences, etc.)
 Communication skills (presentation skills, rhetorical skills, etc.)
 Leadership skills (assertiveness, ability to delegate, motivation skills, etc.)
 Expertise
 Knowledge of region of internship
 Self-confidence/self-affirmation
 Networking
 Improving one's own CV
 Flexibility in one's own work (ability to deal efficiently with new duties or to acquire new knowledge)
 Other and not classifiable indications
 Cannot yet be evaluated

Question 7:

Table A_9: Overall evaluation – Offers of the CSP scholarship organizations and internship

	Activities and events of the CSP scholarship organizations		CSP internship	
	N	Valid percent	N	Valid percent
Very good	42	29.79	75	50.34
Good	68	48.23	43	28.86
Satisfactory	28	19.86	24	16.11
Poor	2	1.42	6	4.03
Very poor	1	0.71	1	0.67
Total	141	100.00	149	100.00
Mean (1 = very poor, 5 = very good)		4.05		4.24

Table A_10: Mean depending on type of internship organization

(5-point scale: 5 = "very good" to 1 = "very poor", responses in the field "No comment" were classified as missing means)

In what type of organization did you attend your internship?	Mean	N	Deviation
UN organization or organization according to UN service regulations (UN office, UNHCR, UNEP, IOM, OSCE, OPCW, etc.)	4.11	105	.934
EU organization (EU commission, European Parliament, etc.)	4.83	18	.383
Financial organization (World bank, IMF, ECB, EBRD, etc.)	4.20	5	.837
Coordinated organization (Council of Europe, OECD, NATO, WEU, ESA, etc.)	4.59	17	.870
Total	4.26	145	.905

Question 20:

Table A_11: Preparation for internship through studies

Subject (main subject only)		Sufficiently prepared		Total
		Yes	No	
Law	N	17	2	19
	% of subject	89.5	10.5	100.0
Political science	N	27	1	28

	% of subject	96.4	3.6	100.0
Economics	Anzahl	23	2	25
	% of subject	92.0	8.0	100.0
Development politics	N	4	2	6
	% of subject	66.7	33.3	100.0
Linguistics and cultural studies	N	6	4	10
	% of subject	60.0	40.0	100.0
European studies	N	7	2	9
	% of subject	77.8	22.2	100.0
Geography/area planning	N	5	1	6
	% of subject	83.3	16.7	100.0
Administration	N	8		8
	% of subject	100.0		100.0
Other humanities	N	5	1	6
	% of subject	83.3	16.7	100.0
Medicine	N	3	2	5
	% of subject	60.0	40.0	100.0
Environmental technology and power engineering	N	4	1	5
	% of subject	80.0	20.0	100.0
Social studies	N	4	2	6
	% of subject	66.7	33.3	100.0
Religious studies	N	3	1	4
	% of subject	75.0	25.0	100.0
Other subjects	N	6	3	9
	% of subject	66.7	33.3	100.0
Total	N	122	24	146
	% of subject	83.6	16.4	100.0

13 missing cases (Of these: 9 did not take entire survey, 4 no response)

Table A_12: Lacking qualifications and knowledge for internship

Number	Indications
1	Economics bases
2	Professional appearance, networking, organizing
3	Programming
4	I have studied something different before
5	Knowledge of socio-scientific methods
6	Academic expertise
7	IT-skills
8	How do I survive occupationally in a highly competitive environment?
9	Totally different field, finance
10	Project-related work
11	Strategic thinking, negotiation techniques and other "soft skills"
12	Knowledge of French
13	Academic/theoretical studies do not prepare one for the everyday work in a bureaucracy!
14	Meteorology, Programming
15	Composing English texts
16	Refugee legislation
17	Econometrics
18	Knowledge of political science, especially about the UN system
19	Languages, international economical aspects, deepening of responsibilities in international organizations
20	I don't know, have already been employed after studies
21	More expertise about the region
22	Experience in the field of human rights

23 Sound PC skills

Question 21:

Table A_13: Current state of employment

Current state of employment	N	Valid percent
Employed	103	68.67
Unemployed	6	4.00
Still attending CSP internship	41	27.33
Total	150	100.00

Question 22:

Table A_14: International orientation of current employment

International orientation of current employment	N	Valid percent of employed (n = 103)	Valid percent of employed/unemployed (n = 109)
Yes	86	83.5	78.9
No	17	16.5	15.6
Unemployed	6	0.0	5.5
Total	109	100.00	100.0

Table A_15: International orientation of current employment according to program years
(mean) (dichotomous scale: 1 = with international orientation, 2 = without international orientation)

Year of participation in CSP:	N	Mean	Valid percent „with international orientation“
2001/02	28	1.07	92.9
2002/03	33	1.27	72.7
2003/04	37	1.16	83.8
2004/05	4	1.00	100
Total	102	1.17	83.3

Table A_16: International orientation of current employment according to subject studied

Subject	With international orientation		Without international orientation		Total	
	N	% of subject	N	% of subject	N	% of subject
Law	11	64.7	6	35.3	17	100.0
Political science	17	85.0	3	15.0	20	100.0
Economics	12	80.0	3	20.0	15	100.0
Development politics	2	100.0	0	0.0	2	100.0
Linguistics and cultural studies	5	83.3	1	16.7	6	100.0
European studies	7	87.5	1	12.5	8	100.0
Geography / Area planning	7	100.0	0	0.0	7	100.0
Administration	6	100.0	0	0.0	6	100.0
Other humanities	4	100.0	0	0.0	4	100.0
Medicine	1	33.3	2	66.7	3	100.0
Environmental technology and power engineering	2	100.0	0	0.0	2	100.0
Social science	4	100.0	0	0.0	4	100.0

Religious studies	3	100.0	0	0.0	3	100.0
Other subjects	3	75.0	1	25.0	4	100.0
Total	84	83.2	17	16.8	101	100.0

Question 23:

Table A_17: Indications in option “other, namely” (question 23)

Indications in option “other, namely”:	N
Employment in private company and at an university (promotion) abroad	1
EU institution	1
Abroad	1
International law practice	1
Training period	2
Think Tank	1
Total	7

Table A_18: Employees in international organizations according to subject studied

Subject (main subject)	N (employment in IO)	Percent (within employment in IO)
Economics	5	20.0
Law	4	16.0
European studies	4	16.0
Linguistics and cultural studies	3	12.0
Social science	2	8.0
Political science	1	4.0
Development politics	1	4.0
Geography/area planning	1	4.0
Administration	1	4.0
Other humanities	1	4.0
Religious studies	1	4.0
No response	1	4.0
Total	25	100.00

Table A_19: Current employment/employer according to year of participation in CSP
(Percent according to year of participation in CSP)

Current employer/employment		Year of CSP participation				Total
		2001/02	2002/03	2003/04	2004/05	
International organization	N	11	7	7		25
	%	42.3%	29.2%	22.6%		29.4%
Public administration in Germany	N	1	3	2		6
	%	3.8%	12.5%	6.5%		7.1%
University/research institutions in Germany	N	5	5	1	1	12
	%	19.2%	20.8%	3.2%	25.0%	14.1%
German institution abroad	N	1		4		5
	%	3.8%		12.9%		5.9%
University/research institutions abroad	N	2	2	4		8
	%	7.7%	8.3%	12.9%		9.4%
Non-governmental organization	N		1	1		2
	%		4.2%	3.2%		2.4%
Private company	N	1	1	4		6
	%	3.8%	4.2%	12.9%		7.1%
Post-graduate studies/further education	N		1	1	1	3
	%		4.2%	3.2%	25.0%	3.5%

Working on promotion (without permanent employment)	N	2	2	4		8
	%	7.7%	8.3%	12.9%		9.4%
Internship	N				2	2
	%				50.0%	2.4%
Other	N	2	2	3		7
	%	7.7%	8.3%	9.7%		8.2%
No comment	N	1				1
	%	3.8%				1.2%
Total	N	26	24	31	4	85
	%	100.0%	100.0%	100.0%	100.0%	100.0%

Question 27:

Table A_20: Number of applications in IOs in years

Number of applications		Year of participation in CSP					
		No re- sponse	2001/02	2002/03	2003/04	2004/05	Total
none	N	1	7	13	7	23	51
	% of year	100.0	58.3	52.0	29.2	52.3	48.1
1	N	0	2	7	8	6	23
	% of year	0.0	16.7	28.0	33.3	13.6	21.7
2 - 5	N	0	3	3	7	13	26
	% of year	0.0	25.0	12.0	29.2	29.5	24.5
6 - 10	N	0	0	1	1	2	4
	% of year	0.0	0.0	4.0	4.2	4.5	3.8
11 - 20	N	0	0	1	0	0	1
	% of year	0.0	0.0	4.0	0.0	0.0	0.9
> 20	N	0	0	0	1	0	1
	% of year	0.0	0.0	0.0	4.2	0.0	0.9
N total (valid)		1	12	25	24	44	106
% of year		100.0	100.0	100.0	100.0	100.0	100.0

53 missing cases (Of these: 1 no response; 43 already employed in IO (currently/previously); 9 did not take the entire survey)

Question 28:

Table A_21: Preferred future workplace

	N	Valid percent
Germany	21	14.09
Abroad	83	55.70
I don't know	45	30.20
Total	149	100.00

10 missing cases (1 no response, 9 did not take the entire survey)

Question 29:

Table A_22: Preferred work institution

Preferred work institution	N	Valid percent
International organization	68	45.33
Science/research	24	16.00
Public sector	20	13.33

Non-governmental organization	15	10.00
Private company	13	8.67
I don't know	6	4.00
Other	4	2.67
Total	150	100.00
9 missing cases (did not take entire survey)		

Table A_23: Preferred work institution according to field of study of scholarship recipients
(5 strongest represented courses of study; percent according to subject of study)

Preferred institution		Subject (main subject only)					Total
		Law	Politics	Economics	Language/culture	European studies	
International organization	N	9	14	13	6	5	47
	%	47.4	50.0	52.0	60.0	55.6	51.6
Private company	N	1	3	4	0	0	8
	%	5.3	10.7	16.0	0.0	0.0	8.8
Public sector	N	7	4	0	2	2	15
	%	36.8	14.3	0.0	20.0	22.2	16.5
Science/research	N	1	6	2	0	1	10
	%	5.3	21.4	8.0	0.0	11.1	11.0
Non-governmental organization	N	1	1	3	1	1	7
	%	5.3	3.6	12.0	10.0	11.1	7.7
Other	N	0	0	1	1	0	2
	%	0.0	0.0	4.0	10.0	0.0	2.2
I don't know	N	0	0	2	0	0	2
	%	0.0	0.0	8.0	0.0	0.0	2.2
Total	N	19	28	25	10	9	91
	%	100.0	100.0	100.0	100.0	100.0	100.0

Table A_24: Preferred work institution according to gender of scholarship recipients

Preferred institution		Gender		Total
		Male	Female	
International organization	N	28	39	67
	% of gender	40.0%	49.4%	45.0%
Private company	N	9	4	13
	% of gender	12.9%	5.1%	8.7%
Public sector	N	10	10	20
	% of gender	14.3%	12.7%	13.4%
Science/research	N	13	11	24
	% of gender	18.6%	13.9%	16.1%
Non-governmental organization	N	5	10	15
	% of gender	7.1%	12.7%	10.1%
Other	N	2	2	4
	% of gender	2.9%	2.5%	2.7%
I don't know	N	3	3	6
	% of gender	4.3%	3.8%	4.0%
Total	N	70	79	149
	% of gender	100.0%	100.0%	100.0%

Table A_25: Preferred work institution according to preferred work place of scholarship recipients

Preferred institution	Preferred work place
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		Germany	Abroad	I don't know	Total
International organization	N	1	51	16	68
	% of work place	4.8	61.4	35.6	45.6
Private company	N	7	5	1	13
	% of work place	33.3	6.0	2.2	8.7
Public sector	N	6	7	7	20
	% of work place	28.6	8.4	15.6	13.4
Science/research	N	1	6	16	23
	% of work place	4.8	7.2	35.6	15.4
Non-governmental organization	N	4	10	1	15
	% of work place	19.0	12.0	2.2	10.1
Other, namely:	N	2	2		4
	% of work place	9.5	2.4		2.7
I don't know	N		2	4	6
	% of work place		2.4	8.9	4.0
Total	N	21	83	45	149
	% of work place	100.0	100.0	100.0	100.0

Question 30:

Table A_26: International orientation of preferred employment

	N	Valid percent
Very important	112	74.67
Rather important	32	21.33
Rather unimportant	5	3.33
I don't know	1	0.67
Total	150	100.00

9 missing cases (did not take entire survey)

Question 31:

Table A_27: Year of participation in CSP according to gender
(Distribution in population and survey)

Gender	2001/02		2002/03		2003/04		2004/05		Total	
	P	RS	P	RS	P	RS	P	RS	P	RS
Female (N)	25	12	36	18	40	15	34	25	135	70
Male (N)	19	16	28	18	28	23	34	21	109	78
Total (N)	44	28	64	36	68	38	68	46	244	148
% of total	18.0	18.8	26.2	24.2	27.9	26.2	27.9	30.9	100.0	100.0

P = population / RS = realized sample

Question 32:

Table A_28: Participants in program lines

	N	Valid percent
Program line A	63	42.28
Program line B	86	57.72
Total	149	100.00

10 missing cases (9 did not take entire survey, 1 no response)

*Question 33:***Table A_29: Length of internship in months**

Lengths of internship in months	N	Valid percent
3 - 4	30	20.13
5 - 6	85	57.05
7 - 8	11	7.38
9 - 10	15	10.07
11 -12	7	4.70
Early termination	1	0.67
Total	149	100.00
10 missing cases (9 did not take entire survey, 1 no response)	1	

*Question 34:***Table A_30: Type of internship organization**(Categorization according to the Foreign Office – see: www.auswaertiges-amt.de)

	N	Valid percent
UN organization or organization according to UN service regulations (UN office, UNHCR, UNEP, IOM, OSCE, OPCW, etc.)	106	70.67
EU organization (EU commission, European Parliament, etc.)	18	12.00
Coordinated organization (Council of Europe, OECD, NATO, WEU, ESA, etc.)	17	11.33
Financial organization (World bank, IMF, ECB, EBRD, etc.)	6	4.00
Not classifiable	2	1.33
Other	1	0.67
Total	150	100.00
9 missing cases (did not take entire survey)	9	

*Question 35:***Table A_31: Place of internship (continent)**

Continent on what internship was completed	N	Valid percent
Europe	109	73.15
North-America	22	14.77
Africa	10	6.71
Asia	6	4.03
South-America	2	1.34
Total	149	100.00
10 missing cases (9 did not take entire survey, 1 no response)	1	

*Question 36:***Table A_32: Age of survey participants**

Age	N	Valid percent
till 25	37	25.00
26 - 28	75	50.68
over 28	35	23.65
No comment	1	0.68
Total	148	100.00
11 missing cases (9 did not take the entire survey, 2 no response)	2	

Questionnaire

Evaluation of the Carlo-Schmid-Program in the scope of the research project *Professional Education for International Organizations* (PROFIO)

Project realization:

Research Project PROFIO
Erfurt School of Public Policy
Universität Erfurt
Nordhäuser-Strasse 63
Homepage: www.profio.de
E-mail: info@profio.de
Tel: 0049-(0)361 737 1916

CSP Network e.V.
Postfach 02 88 72
10131 Berlin
Homepage: www.csp-network.org
E-mail: solveig.richter@csp-network.org
Tel: 0049-(0)351 476 7945

I. Experiences through participating in the CSP

First of all, we kindly ask you to answer some questions concerning your experiences and opinion about the Carlo-Schmid-Program as well as the Alumni network.

1) What were your main motives for participating in the Carlo-Schmid-Program?

Multiple selections possible

- ☐ Gain practical experience
- ☐ Gain experience abroad
- ☐ Improving career perspectives
- ☐ Career aspiration: Working in an international organization
- ☐ Improving language skills
- ☐ Professional reorientation
- ☐ Interest in the host country of the international organization
- ☐ Interest in a specific international organization
- ☐ Improving soft skills (organization, communication, social skills, etc.)
- ☐ Lack of professional options
- ☐ Other, namely:

2) In the following, a number of aspects are mentioned that describe the general benefit of your internship. Please complete and evaluate the following statement:

"The internship made an essential contribution to the advancement of my ..."

	applies completely	does not apply at all	I don't know
<u>Expertise</u> (know-how, knowledge of specific methods, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Communication skills</u> (presentation skills, rhetorical skills, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Organization skills</u> (administration skills, time management, planning skills, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Soft-skills</u> (intercultural competences, conflict management, ability to cooperate, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<u>Leadership skills</u> (assertiveness, ability to delegate, motivation skills, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of <u>at least one language</u> .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3) When you think about your career, what are the specific benefits of the participation in the Carlo-Schmid internship?

Multiple selections possible

I gained insight into possible fields of work.

I made important contacts.

I found permanent employment in the organization after the internship.

I found permanent employment in the international field after the internship.

I obtained information and/or support for application processes in international organizations (e.g., NCRE, JPO).

My career perspectives have improved considerably through my advancement in the national language/working language.

I gained important practical experience for my academic research.

Due to the experiences during the internship, I do not strive for a career in an international organization anymore.

Due to the membership in the CSP Network (mailing lists), I have received interesting job offers.

The internship was of no advantage to me.

Other, namely:

4) What were your main responsibilities during your internship?

Please answer briefly.

1

2

3

5) How do you evaluate the following elements of the Carlo-Schmid-Program today?

	very good	very poor	I don't know
Summer seminars			
Procurement of contacts in international organizations			
Procurement of the internship			
Support of scholarship recipients on location (e.g., Permanent Representation, Embassy, DAAD Office, etc.)			
Membership in the Alumni network (including all additional offers)			
Financial support of the internship			
Other, namely:			

6) In your opinion, what are the three main qualifications or skills you have acquired by participating in the Carlo-Schmid-Program?

1
2
3

7) Now, if you consider the Carlo-Schmid-Program and your internship overall, how would you rate it?

	very good	very poor	no statement
Activities and events of the CSP scholarship organizations			
Internship supported by the CSP			

II. CSP Alumni Network

The “CSP Network for International Politics and Cooperation (registered association)” was established last year. The association organizes and supports the Alumni activities in close cooperation with the DAAD and the Scholarship Foundation. Regarding the association’s future development, there are different ideas.

8) We would like to know your opinion about following statements:

	I totally agree	I totally disagree	I don't know
The association should become a Think Tank for international politics in Germany.			
The association should only play a part in the public debate when it comes to common interests of the CSP members (e.g.,: positions for junior employees in IOs).			
The association should actively and critically interfere in international politics.			
The association should, above all, be concerned about the internal networking of the members and mutual support.			

9) In your opinion, what kinds of alumni activities should the association deal with in the future?

Please evaluate the importance of each aspect according to your opinion.

	very important	unimportant	I don't know
Internal networking of members/alumni work			
Internal events of the network			
Public events of the network			

Organization of regional meetings
 Editing (technical) publications
 Improving the name recognition of the network
 in expert groups and the general public
 Expert discussions in the network
 Involvement in the public discourse
 Networking with like-minded initiatives
 Own suggestions, namely:

Regarding the structuring of the organization of the association, we would like your opinion about following statements:

	I totally agree	I totally disagree	I don't know
Those highly involved with the alumni network should have more influence than those not involved at all.			
The association should rather have a loose structure and a local organization.			
The association and the executive committee should perform certain services for the members.			

10) Are you a member of the CSP Network?

Yes
 No

11) Are you already involved in the network somehow? (e.g., organization of events, composition of texts, intranet/Wiki, etc.)?

Yes
 No → Please go on to question 14

12) What are the reasons for your restraint?

Multiple responses possible

I had no time so far
 I did not see any need.
 There is no field of activity of interest to me.
 I was abroad.
 I do not have any contacts.
 I did not want to get involved in the network.
 Other, namely:

13) Would you like to get more involved in the CSP Network in the future?

Yes

No → Please go on to question 16

14) What would you like to do?**15) How often do you use following offers of the alumni network?**

	very often	never	I don't know
Participation in events			
Contact to other members			
Mailing lists			
Regional meetings			
WiKi/intranet (career guide, IO profile, city guides)			
Expert discussions			
Other, namely:			

16) Here, you have the opportunity to note further suggestions or criticism of the work of the alumni network:**III. Basic information about studies**

In this part of the questionnaire, we ask you for some short basic data of your studies. Please, only refer to highest completed degree (excluding promotion).

17) What is your acquired degree?

If you are still studying, please indicate your degree in progress.

Master's Degree

German 'Diplom'

State examination

Bachelor

German 'Magister Artium'

Other, namely:

No comment

18) What was your subject (main subject only)?

If you have not yet acquired a degree, please indicate your current subject.

19) Were you well-prepared for the Carlo-Schmid-Program through your studies?

Yes

No, following qualifications or skills were lacking:

IV. Current state of employment

Following questions will be about your current state of employment and your future career.

20) Are you currently practicing an occupational activity? (incl. internship, studies, dissertation)?

Yes

→ Please go on to question 22

No

→ Please go on to question 26

I am currently in the CSP internship

→ Please go on to question 27

21) Does your current activity have a significant international orientation?

Yes → Please go on to question 23

No → Please go on to question 24

22) Where are you currently employed? What is your regular occupation?

Please only answer if you answered "yes" to question 22. Go on to question 25 afterwards.

International organization

Public administration in Germany

University/research institution in Germany

German institution abroad (Representations of foundations abroad, GTZ, etc.)

Public administration abroad

University/research institution abroad

Non-governmental organization (Greenpeace, amnesty international, etc.)

Private companies

Postgraduate studies / further education
 Working on a promotion (without being employed in a public or private institution)
 Freelance or self-employed
 Internship
 Other, namely:
 No comment

23) Where are you currently employed? What is your regular occupation?
Please, only answer if you answered "no" to question 22. Go on to question 25 afterwards.

Private company
 Public administration in Germany
 University/research institution
 Non-governmental organization (BUND, Arbeiterwohlfahrt, etc.)
 Postgraduate studies/further education
 Working on a promotion (without being employed in a public or private institution)
 Freelance or self-employed
 Internship
 Other, namely:
 No comment

24) Would you say that your participation in the Carlo-Schmid-Program was of importance for the success of being hired by your current employer?
Please, only answer if you answered "yes" to question 21.

Yes
 No
 I don't know
 I do not have an employer (studies, internship, promotion, etc.)

25) Even if you currently have another job: Did you work at an international organization temporarily (excluding further internships) after having completed your CSP internship?

*Please, only answer if you are currently **not** employed at an international organization.*

Yes → Please go on to question 28
 No → Please go on to question 27

26) Please state how often you have already applied for a job in an international organization (including current processes).

Please only answer if you have never worked in an international organization besides your participation in the CSP (see question 23 and 26).

Number of applications:

- 0
- 1
- 2 - 5
- 6 - 10
- 11 - 20
- > 20

V. Future Career

27) Considering your future career, where would you most like to work?

- Germany
- Abroad
- I don't know

28) In what institution would you most like to work?

- International organization
- Private company
- Public sector
- Science/research
- Non-governmental organization
- Other, namely:
- I don't know

29) How important is the international orientation of your future job to you?

- | | | | | |
|-------------------|---------------------|-----------------------|-------------|-----------------|
| Very
important | rather
important | rather
unimportant | unimportant | I don't
know |
|-------------------|---------------------|-----------------------|-------------|-----------------|

VI. Basic data CSP / Personal data:

As a conclusion, we kindly ask you for some general data about your internship and your person.

30) In which year did you participate in the Carlo-Schmid-Program?

- 2001/02
- 2002/03

2003/04

2004/05

31) In which program line did you participate?

A (internship obtained in own initiative)

B (application for an internship offered by the CSP)

32) How long was your internship?

Length in months:

3 - 4

5 - 6

7 - 8

9 - 10

11 - 12

Early cancellation

No comment

33) In what kind of organization did you complete your internship?

UN organization or organization according to UN service regulations (UN office, UNHCR, UNEP, IOM, OSCE, OPCW, etc.)

EU institution (EU Commission, European Parliament, etc.)

Financial organization (World Bank, IMF, ECB, EBRD, etc.)

Coordinated organization (Council of Europe, OECD, NATO, WEU, ESA, etc.)

Other, namely:

I cannot classify this organization

No comment

34) On what continent did you complete your internship?

Africa

Asia

Europe

North America

South America

Australia and Oceania

No comment

35) Personal data:

Gender: male female

Age in years: 25 or younger 26 - 28 28 or older No comment

Place of residence: Germany abroad No comment

- 36) **Now you have the opportunity to note criticism, suggestions, and anything that has not been mentioned so far in your opinion:**



.....

That's it.

Thank you very much for participating in the survey!

If you have any questions or comments, do not hesitate to contact us:

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